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ABSTRACT

A progress report prepared by the North Carolina Department of Community Colleges assesses the status of women and minorities by evaluating patterns of participation between 1970 and 1978 in the areas of institutional governance, faculty and staff employment, and student enrollment. Findings indicate that there has been little change in the representation of women or minorities on boards of trustees, on statewide departmental committees, or in department of community colleges positions. White males continue to hold at least 89% of these leadership positions. Women represent 49% of the total institutional workforce in North Carolina community colleges. They hold 14.8% of the executive/managerial jobs, 38.7% of the instructional jobs, and 42.9% of "other professional" jobs. Of new hirings at the executive level, 20% were women; women gained 42% of new instructional openings and 42% of the "other professional" openings. In the area of enrollment, white student enrollment decreased while the percentage of black and women students increased significantly in all programs. The distribution of males and females in various programs remained much the same with males enrolling in agricultural, engineering, and trade programs; females entered the traditional programs of health care, home economics, and office programs. Results of the study are presented in tables, graphs, and charts. (DR)

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N. C. COMMUNITY COLLEGE SYSTEM

ED174271

UPGRADING MINORITIES

PATTERNS and TRENDS 1970 to 1978

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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Division of Planning and Policy
Department of Community Colleges
Raleigh, North Carolina

December, 1978

JC 790 347

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INTRODUCTION

The Mandate

The 1963 North Carolina General Assembly provided for the establishment of a Department of Community Colleges which incorporated and transformed existing industrial education centers, community colleges and extension units into a comprehensive system of technical institutes and community colleges which today numbers 36 and 21 respectively, the purpose being to extend universal educational opportunity beyond the high school to any person 18 years old or older and whether a high school graduate or not. Therefore, the major effort of this educational enterprise is and has always been training for employment--to meet the needs of those citizens who seek employment, or seek to be retrained for new jobs. Offerings of the technical institutes include occupational, vocational, technical general education and community service programs to prepare students for work in agriculture, business, health and industry. Additionally, community colleges offer a two-year academic senior college transfer program.

Students

During the past decade the open door of the Community Colleges and Technical Institute System has provided an increasingly important role in post-secondary education for new groups of students (women, veterans, inmates, minority ethnic groups, handicapped, low achievers, senior citizens, functional illiterates, and the flood of educationally deprived high risk students). For such thousands (more than half a million in North Carolina in 1977-78) they provide the primary and only resource for continuing education beyond high school.

Faculty

Just so, increasing numbers of male and female skilled workers and a variety of other professionals are being trained, recruited, hired and/or promoted to fulfill non-traditional and in many cases new faculty and administrative positions as a strategy for working with these new groups of students.

Governance

Also, an increasing cadre of institutional trustees have been selected and appointed during this time to serve communities, institutions, and students through the design and execution of policies to implement the general statutes.

During this period, on the national scene, a number of events occurred which were similarly related to expanding human rights and which stemmed mainly from philosophical tenets of the "Great Society". Two of these: Title VI of the Civil Rights Act of 1964 and Title IX of the Education Amendments Act of 1972 provide further expanding educational opportunities and for overcoming effects of past segregation and discrimination to these same groups of new students.

Title VI requires the elimination of any legal barriers to participation and benefits based on race, color, or national origin: Whereas Title IX provides that: "No person...shall, on basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance..."

Enforcement Process

In enforcing these titles on a statewide basis, the United States Department of Health, Education, and Welfare developed a document, Amended Criteria Specifying the Ingredients of Acceptable Plans to Desegregate Systems of Public Higher Education. This CRITERIA document provided specific guidelines to assist North Carolina and other states to develop a State Plan that would contain specific commitments related to various aspects, including student enrollment, governance, and faculty and staff employment of public systems of post-secondary education.

POLICY

Students

Since the creation of the System in 1963, the institutions and agencies (governing boards, etc.) of the Community College System have never operated on a segregated basis. Each is "open door" to all students.

Governance

The State Board of Education as well as each of the individual Boards of Trustees of the community colleges and technical institutes is a public agency created by and operating under State Laws. Appointed and functioning under provisions of Chapter 115A (as amended), General Statutes of North Carolina, the 12 member board of trustees for each institution is composed of 4 members selected by each of the local boards of education, each of the local boards of county commissioners, and by the Governor. Each trustee serves a term of 8 years such that the term of 1 member from each of the above 3 groups shall expire on June 30 of every other year. The State Board of Education has 11 members appointed by the Governor. The Lt. Governor and State Treasurerserve as Ex Officio members.

Faculty

Additionally, it is the policy (1978) of the State Board of Education that equal employment opportunity be extended to all applicants to prevent discriminatory practices.

Since 1975 considerable resources, both human and economic have been expended at both the state and local level in order to take steps necessary to implement the "open door", however there has been limited funds available to apply toward meeting commitments of the

State Plan. If indeed, the statement of policy, the commitment of intent and the allocation of resources are essential ingredients to effectively bring about change, then a comparison of data for the period 1970-78 of selected characteristics (students, governance bodies, and employment practices) should reflect the degree of change at both the state and local level. However, it is possible the lack of resources or one or both of the other ingredients is a direct measure of the degree to which changes have occurred.

THE CHANGES

Proposed Progress

Comparison data should point up trends and patterns of change that indicate:

1) Minority student skills are being upgraded.

2) An increasing number of blacks, Indians and female students are being recruited, counseled, admitted and retrained at the institution.

3) There is an increase in the number of black, Indian, and white students who enroll in non-traditional programs, for example, more blacks in Allied Health and technical programs, or more women in construction programs.

4) An increasing number of blacks, Indians and females are being recruited; hired and promoted to all positions.

5) An increasing number of blacks, Indians and females are being appointed to administrative positions.

6) An increasing number of blacks, Indians and women are being appointed to boards of trustees, advisory commissions and committees.

5

The fundamental issue is whether or not the North Carolina System of Community Colleges provides the wide range of educational programs, services and other mechanisms for advancement so that blacks, Indians, and women can benefit from opportunities either as students, employees, or as members of governing boards. The provision of educational benefits and advancement is accepted and professed as the major function of the Community College System. The question is to what degree it is fulfilling the mission.

THE STUDY

Purpose

The purpose of this document is to present a progress report of institution and State Department efforts toward the upgrading of minorities and women for the period 1970-78.

This report is divided into (4) four sections. The first three sections are composed of items of data related to the three major areas of investigation:

- Governance Boards Membership
- Faculty and Staff Employment
- Students

Procedures

Attention is focused on categories and groupings by race and sex for the years 1970-78. (See figure 1) Data for years prior to 1975 was not available in some instances due to the fact that a centralized data bank has but recently been established in the State Office. All data treated is presented in table form, cumulated and compared via graphs.

Finally, in section IV data is interpreted and summarized in light of changes to show progress or lack of progress. Conclusions described will provide a base upon which to reflect progress, re-evaluate efforts, and recommend future actions.

I. Board Membership

A. Governing Boards
   1. State Board - Governor
   2. Local Boards of Trustees---------- Boards of Education / Commissioners / Governor -Race -Sex

B. Advisory Boards/Committees

   Each board/committee-- Race / Sex

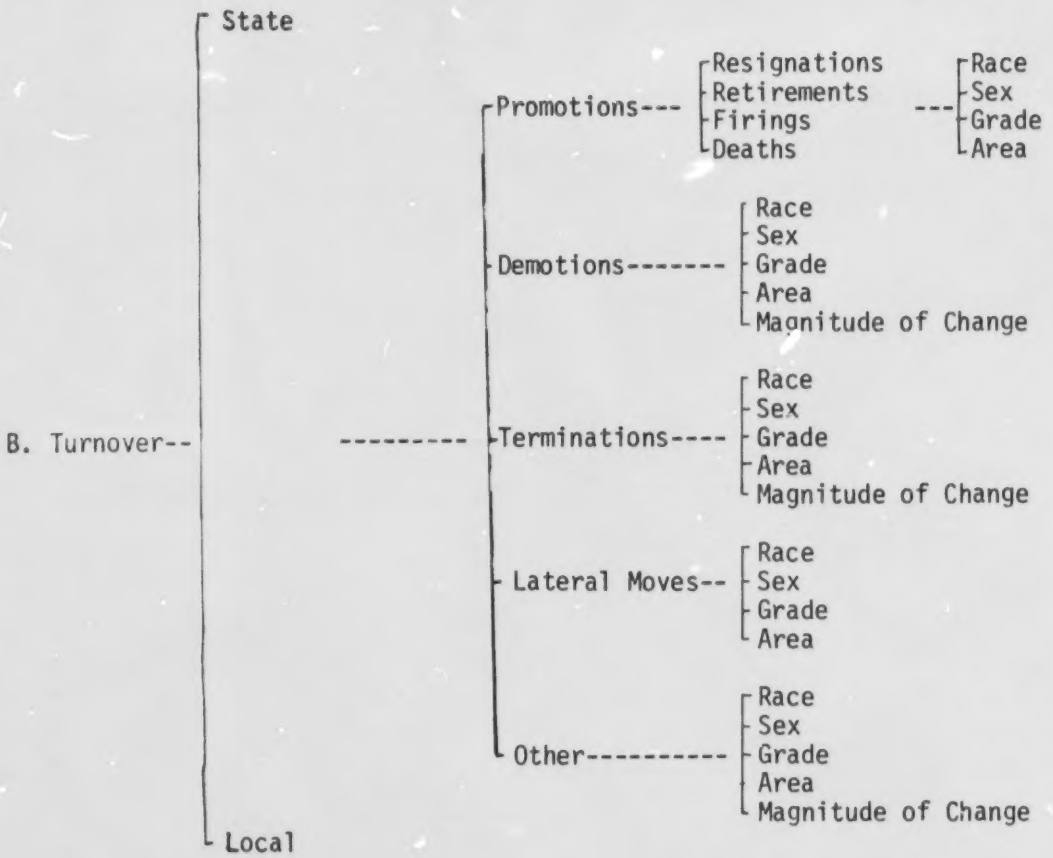
II. Faculty and Staff

A. Employment-- State / Local ---------- Total Jobs Available for Each Fiscal Year, Starting with Fiscal Year 1971 ---
   - Established---- Staffed - Race / Sex / Grade / Area
   - Established---- Vacant - Grade / Area
   - New During Year- Staffed - Race / Sex / Grade / Area
   - New During Year- Vacant - Grade / Area

TOPICAL ORGANIZATION OF REPORT

FIGURE 1 (PART A)

II. Faculty and Staff



TOPICAL ORGANIZATION OF REPORT

FIGURE 1 (PART B)

III. Student Enrollment

A. Technical ---------- Year
Curriculum Number & Name
Race
Sex
Name of Institution

B. Vocational ---------- Year
Curriculum Number & Name
Race
Sex
Name of Institution

C. College Transfer ---------- Year
Curriculum Number & Name
Race
Sex
Name of Institution

D. General Education ---------- Year
Curriculum Number & Name
Race
Sex
Name of Institution

TOPICAL ORGANIZATION OF REPORT

FIGURE 1 (Part C)

SECTION I

Governance

Data for this section was obtained during September, 1978 from a survey questionnaire mailed to the Presidents of the 57 institutions. (See Appendix A)

Local Boards of Trustees

Presidents were requested to provide information on Board of Trustees membership composition including: Name, race and sex of each trustee member appointed since 1970, indicating the date of appointment and appointor. Response data was tabulated and summarized and is here presented in the form of statements, tables, graphs or figures.

Tables 1 through 6 provide general comparison information of local Boards of Trustees, indicating a breakdown of appointments made by the Governor, local Boards of Education and by local Boards of Commissioners on the basis of race and sex, whereas figures 2 through 9 present this same comparison data in a variety of simple bar and pie charts. As indicated, a total of 718 trustees were appointed to local boards of trustees, of these numbers 596 were male and 122 were female. Also, 636 were white, 75 were black and 7 were Indian or some other minority race. The governor appointed a total of 277 trustees of whom 248 or 89% were white and 208 or 75% were male Local Boards of Education appointed 225 trustees of whom 192 or 85% were white and 193 or 86% were male. County Commissioners appointed 216 trustees of whom 90% were white males.

A comparison of the later years with the earlier one of the period indicate a slight increase in the percentage of trustees.

Table 1

Total Appointments for Local Boards of Trustees for Period 1970-1978

Governor	277
Board of Education	225
County Commissioners	216
Total	718

Table 2

Comparison of Total Appointments to Local Boards of Trustees by Appointors 1970-1978

Year	Governor	Board of Education	Community Colleges	Total
1970	9	14	13	36
1971	70	47	46	163
1972	7	13	5	25
1973	48	42	48	138
1974	19	8	5	32
1975	50	42	40	132
1976	13	3	5	21
1977	58	50	48	156
1978	3	6	6	15
Totals	277	225	216	718

Total composition of Local Boards of Trustees for the period 1974-1977 by race and sex

YEAR	MALE	FEMALE	WHITE	BLACK	INDIAN
1974	627	55	625	53	4
1975	615	69	623	56	5
1976	610	74	623	56	5
1977	578	71	593	51	5

Table 3

Total Number of Boards of Trustees Appointed by Race and Sex 1970-1978

	Race				Sex		
Year	Indian	Black	White	Totals	Male	Female	Totals
1970	0	1	35	36	33	3	36
1971	2	20	141	163	141	22	163
1972	0	1	24	25	21	4	25
1973	2	14	122	138	119	19	138
1974	0	2	30	32	29	3	32
1975	1	11	120	132	104	28	132
1976	0	2	19	21	12	9	21
1977	2	22	132	156	124	32	156
1978	0	2	13	15	13	2	15
Sub-totals	7	75	636		596	122	
Totals				718			718

Table 4

The Number of Governor Appointments to Boards of Trustees by Race and Sex 1970-1978

	Race				Sex		
Year	Indian	Black	White	Totals	Male	Female	Totals
1970	0	0	9	9	7	2	9
1971	1	10	59	70	56	14	70
1972	0	1	6	7	4	3	7
1973	1	2	45	48	38	10	48
1974	0	0	19	19	18	1	19
1975	1	4	45	50	34	16	50
1976	0	0	13	13	6	7	13
1977	1	8	49	58	42	16	58
1978	0	0	3	3	3	0	3
Sub-totals	4	25	248		208	69	
Totals				277			277

Table 5

The Number of Trustees Appointed by Local Boards of Education by Race and Sex 1970-1978

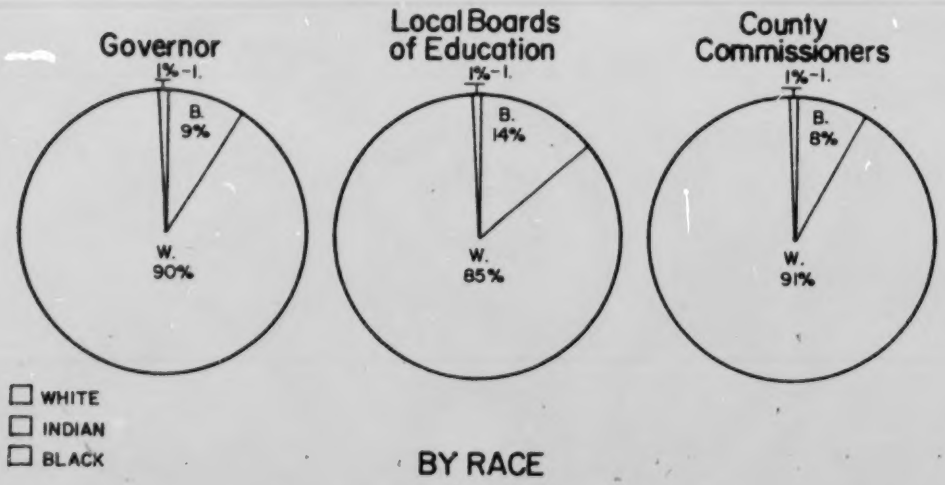
	Race				Sex		
Year	Indian	Black	White	Totals	Male	Female	Totals
1970	0	1	13	14	13	1	14
1971	0	4	43	47	43	4	47
1972	0	0	13	13	12	1	13
1973	1	9	32	42	37	5	42
1974	0	1	7	8	6	2	8
1975	0	7	35	42	35	7	42
1976	0	1	2	3	2	1	3
1977	0	7	43	50	40	10	50
1978	0	2	4	6	5	1	6
Sub-totals	1	32	192		193	32	
Totals				225			225

Table 6

The Number of Trustees Appointed by County Commissioners by Race and Sex 1970-1978

	Race				Sex		
Year	Indian	Black	White	Totals	Male	Female	Totals
1970	0	0	13	13	13	0	13
1971	1	6	39	46	42	4	46
1972	0	0	5	5	5	0	5
1973	0	3	45	48	44	4	48
1974	0	1	4	5	5	0	5
1975	0	0	40	40	35	5	40
1976	1	1	4	5	4	1	5
1977	1	7	40	48	42	6	48
1978	0	0	6	6	5	1	6
Sub-totals	2	18	196		195	21	
Totals				216			216

COMMUNITY COLLEGE TRUSTEES APPOINTED BY:



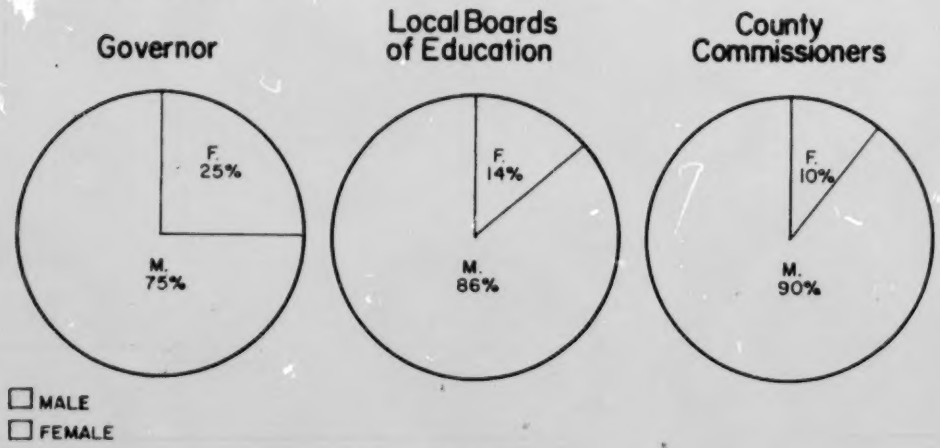
BY RACE

(Cumulative 1970-1978)

Figure 2

13

COMMUNITY COLLEGE TRUSTEES APPOINTED BY:

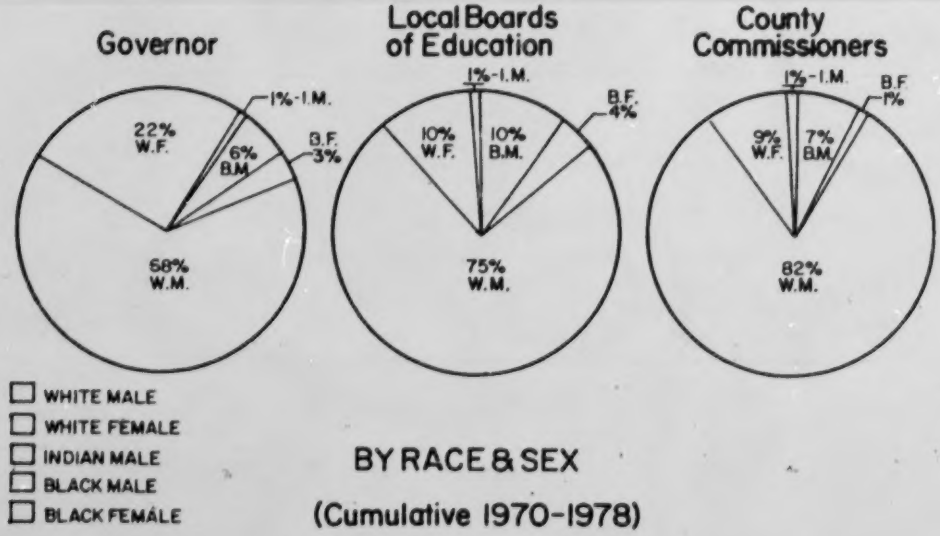


BY SEX

(Cumulative 1970-1978)

Figure-3

COMMUNITY COLLEGE TRUSTEES APPOINTED BY:



BY RACE & SEX

(Cumulative 1970-1978)

Figure 4

TOTAL APPOINTMENTS TO BOARDS of TRUSTEES

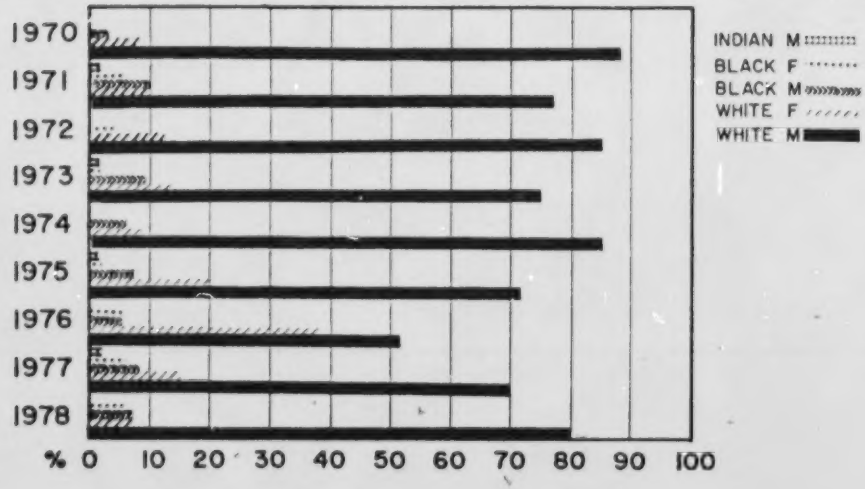


Figure 5

16

TRUSTEES APPOINTED BY:

GOVERNOR

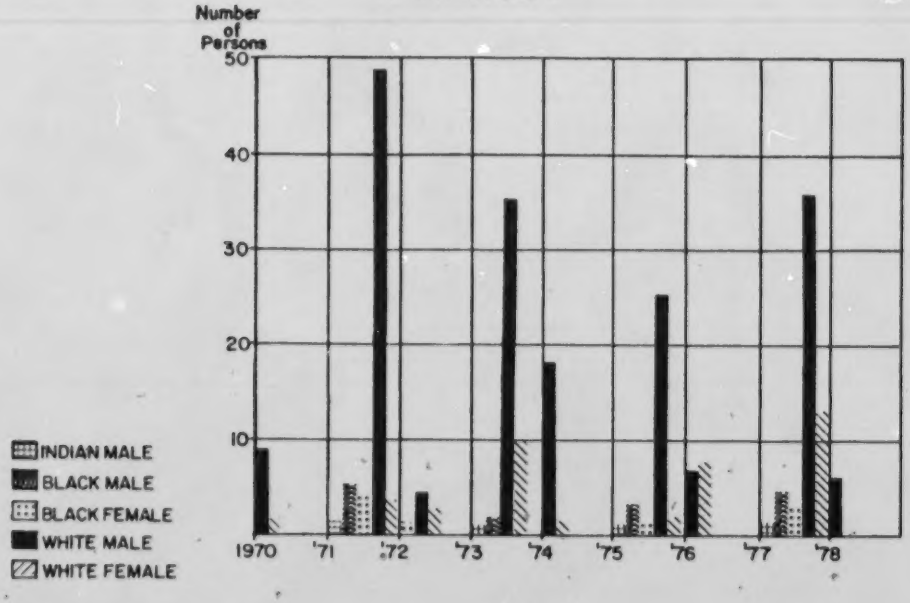


Figure 6

17

TRUSTEES APPOINTED BY:
LOCAL BOARDS OF EDUCATION

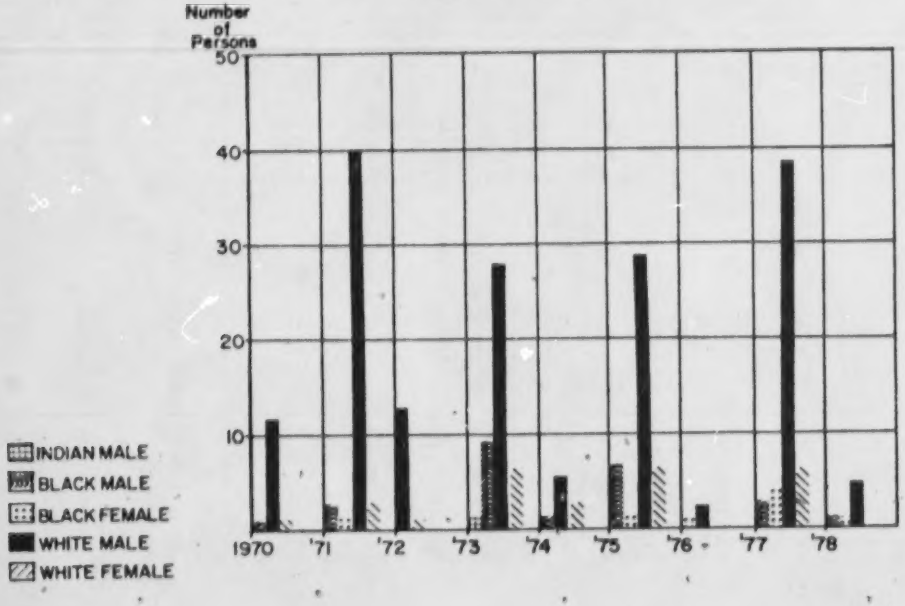


Figure 7

18

TRUSTEES APPOINTED BY:
COUNTY COMMISSIONERS

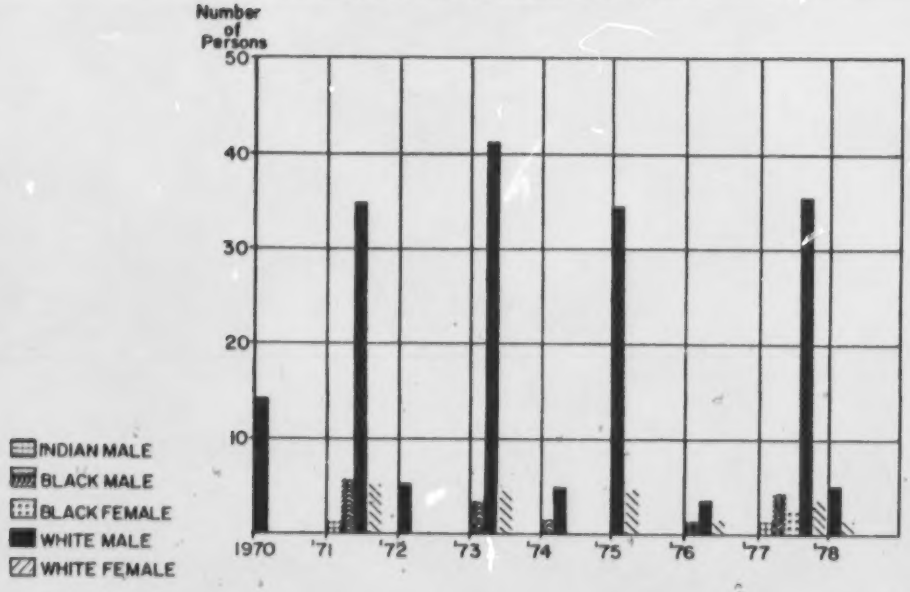


Figure 8

State Board of Education

When examining the composition and appointment patterns of the State Board of Education, a similar pictures emerges. Of the 14 members appointed to the State Board of Education since 1970, two were white females while 4 were black or Indian. Tables 7, 8 and 9 indicate that 57% of the State Board of Education appointments have been white males.

Table 7

Number of Appointments to N.C. State Board of Education by Sex

Year	Male	Female
1970	0	0
1971	0	0
1972	1	1
1973	4	1
1974	0	0
1975	1	0
1976	0	0
1977	6	0
1978	0	0
Sub-totals	12	2

Total 14

State Board of Education Composition for the period 1970-1978 by Race and Sex.

YEAR	MALE	FEMALE	WHITE	BLACK	INDIAN
1970	11	2	12	1	0
1971	12	2	12	2	0
1972	12	3	13	2	0
1973	14	4	14	3	1
1974	12	2	11	2	1
1975	12	2	11	2	1
1976	11	2	10	2	1
1977	17	2	15	3	1
1978	12	1	10	2	1

Table 8 Number of N.C. State Board of Education Appointments by Race

Year	Indian	Black	White
1970	0	0	0
1971	0	0	0
1972	0	1	1
1973	1	1	3
1974	0	0	0
1975	0	0	1
1976	0	0	0
1977	0	1	5
1978	0	0	0
Sub-Totals	1 / 7%	3 / 21%	10 / 71%
Totals		14	

Table 9 Number of Appointments to N.C. State Board of Education by Race and Sex

Year	Female Indian	Male Indian	Female Black	Male Black	Female White	Male White	Totals
1970	0	0	0	0	0	0	0
1971	0	0	0	0	0	0	0
1972	0	0	0	1	1	0	2
1973	0	1	0	1	1	2	5
1974	0	0	0	0	0	0	0
1975	0	0	0	0	0	1	1
1976	0	0	0	0	0	0	0
1977	0	0	0	1	0	5	6
1978	0	0	0	0	0	0	0
Sub-Total		1/7%		3/21%	2/14%	8/57%	14
Total				14			

APPOINTMENTS TO
N. C. STATE BOARD OF EDUCATION

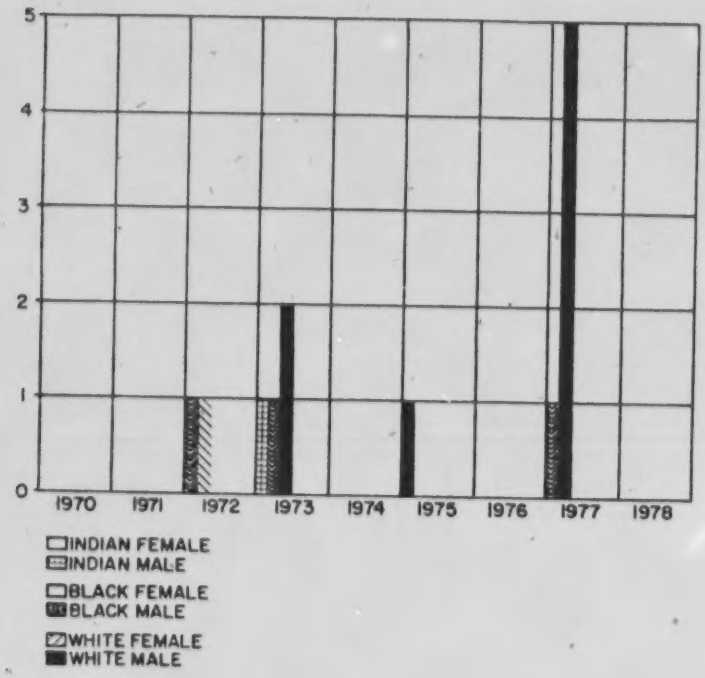


Figure 9

22

Advisory Bodies

From data available it appears that the pattern of appointments to commissions, committees and councils is similar to other appointive patterns with respect to governance bodies of the Community College System: Data for this section was available only for 1977-1978. It was collected from a number of sources including records from the State Presidents Office, Office of Program Improvement, and from a similar report compiled earlier this year. (July 1, 1978, See Appendix B)

Table 10 indicates that from a total number 116 persons appointed during 1977-78, 106 or 91% were white and 96 or 83% were male. In general, blacks and females are meagerly represented on appointed advisory commissions; committees and/or councils.

Table 10

Comparison of Total 116 Appointees to Advisory Bodies by Race and Sex for 1977-78

	Sex		Race		Race and Sex			
	Male	Female	Black	White	Male Black	Female Black	Male White	Female White
Appointees	96	20	10	106	7	3	89	17
Totals	116		116				116	

Table 11 together with Figure 10 point up the percentage comparison of Advisory Agencies appointees by agency, race and sex. The indication is that white males predominate: They are selected most often for membership in all agencies considered. Five of the twelve Advisory Agencies have only white male members Although two others have white males and females, there are no black members, in fact blacks are represented on less than 50% of the agencies.

Table 11 Comparison of Total Appointments to Statewide Advisory Agencies by Agency, Sex, and Race for 1977-78

Agency	Race		Sex	
	Black	White	Male	Female
Advisory Council	4	17	19	2
Accreditation	1	11	10	2
Hospitality	2	27	22	7
Alcohol	0	16	16	0
Program Imprv.	2	11	10	3
Joint Advisory	0	1	1	0
Liaison	0	2	0	2
Joint Business	0	4	4	0
Joint col. tra.	0	5	5	0
Nursing	0	4	1	3
Articulation	1	7	7	1
Due Process	0	1	1	0
Sub-Totals	10	106	96	20
Totals	116		116	

APPOINTMENTS TO COMMISSIONS, COMMITTEES, AND COUNCILS FOR 1977-78

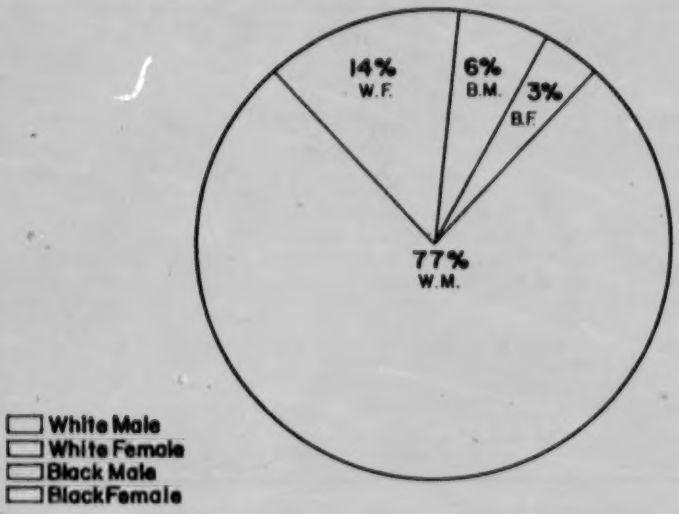


Figure 10

SECTION II

Employment Elements

Faculty and Staff Composition

Section II of this report deals with the employment patterns of the Department of Community Colleges for a five year period 1974-1978, as well as the fifty-seven (57) Community Colleges and Technical Institutes for a three year period 1976-1978. The data identify employees by race, sex, organization and salary grade, and in some instances roles.

Elements considered in the employment patterns are:

- New positions established and staffed
- Established positions staffed during or since 1975
- Turnover
  - Promotions
  - Demotions
  - Terminations
  - Lateral moves
  - Others

The Controller's Office, Division of Personnel, supplied the data for the analysis of the Department of Community Colleges. Also the Controller's Office Division of Management Information Systems supplied, via OCR reports, data for the analysis of the fifty-seven (57) Community Colleges and Technical Institutes.

State Level

Established Positions

Tables 12 and 13 provide general data from 1974 to 1978 by race, sex and status (professional plus clerical and others) of all state office employees. Table 14 provides a composite review of all employees, both professional and clerical and other by race, sex and year. Table 15 through 44 identify all employees by race, sex and salary grade.

Table 12

New Professional Positions Established and Staffed by Sex and Race for 1974-1978 at the Department of Community Colleges

	Male					Female					Grand
Year	B	W	I	O	Total	B	W	I	O	Total	Totals
1974	-	1	-	-	1	-	1	-	-	1	2
1975	2	1	-	-	2	-	1	-	-	1	3
1976	-	-	-	-	-	-	1	-	-	1	1
1977	-	-	-	-	-	-	-	-	-	-	-
1978	-	37	-	-	38	-	2	-	-	2	40
Totals	2	39			41		5			5	46

Of the 46 professional positions established as shown in table 12 during this five year period, 39 were staffed with white males and 2 were staffed with black males. The other 5 positions were staffed with females, there were 32 vacancies during this period.

Figures 11 and 12, pages 28 and 30 indicate percentage comparison of black and white in both professional and clerical status in the Department of Community Colleges. Figure 13, page 31 indicates percentage comparisons of both.

Dept. of C.C. STAFF REVIEW

by Race & Sex

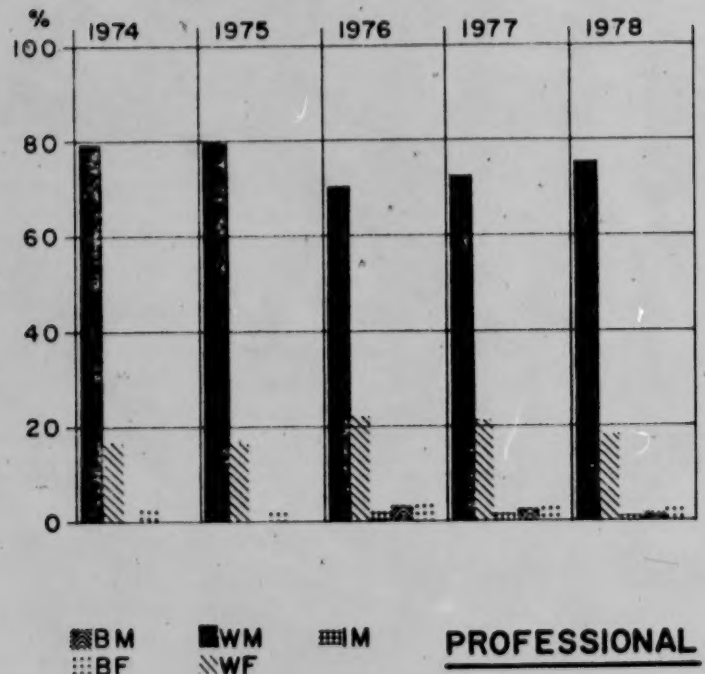


Figure 11

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Table 13 identifies the number of new clerical and other positions established and staffed for the period 1974-1978 by race and sex.

Table 13

New Clerical and Other Positions Established and Staffed By Race and Sex at the Department of Community Colleges for 1974-1978

	Male					Female					
Year	B	W	I	O	Total	B	W	I	O	Total	Grand Totals
1974	-	-	-	-	-	-	-	-	-	-	-
1975	-	-	-	-	-	-	-	-	-	-	-
1976	1	-	-	-	1	1	3	-	-	4	4
1977	-	-	-	-	-	-	-	-	-	-	-
1978	-	-	-	-	-	-	11	-	-	11	11
Totals	1	0	0	0	1	1	14	0	0	15	16

Table 14

New Professional, Clerical and Other Positions Established and Staffed by Race and Sex at the Department of Community Colleges for 1974-1978

	Male					Female					
Year	B	W	I	O	Total	B	W	I	O	Total	Grand Total
1974	-	1	-	-	1	-	1	-	-	1	1
1975	2	1	-	-	3	-	1	-	-	1	3
1976	1	-	-	-	1	1	4	-	-	5	5
1977	-	-	-	-	-	-	-	-	-	-	-
1978	-	37	-	-	37	-	13	-	-	13	50
Totals	3	39	0	0	42	1	19	0	0	20	62

Of the 62 positions established, as shown above, 39 were staffed with white males and 19 were staffed with white females. The other 4 staffed positions were 3 black males and 1 black female. There were 13 vacancies during this period.

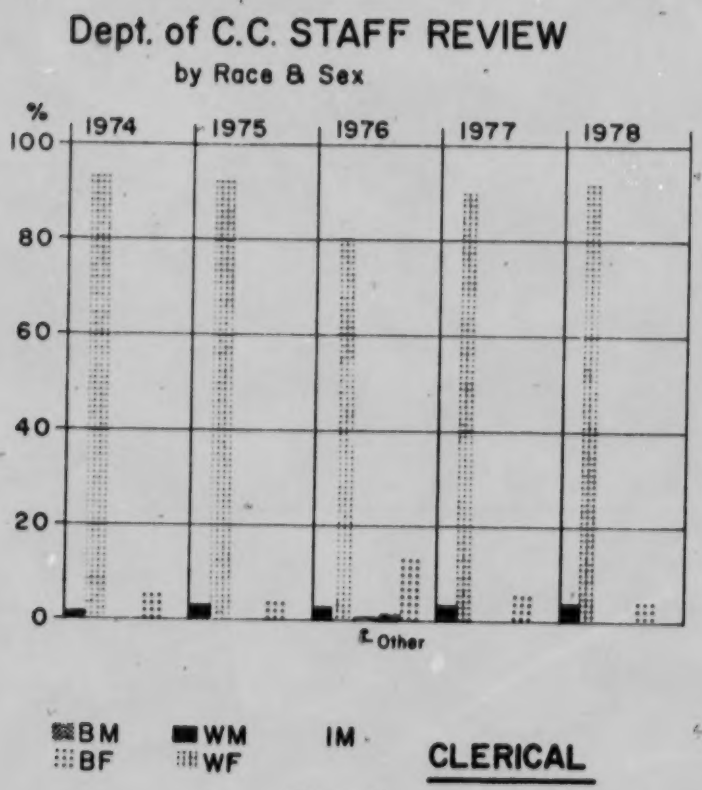

Dept. of C.C. STAFF REVIEW
by Race & Sex
%
100
80
60
40
20
0
1974
1975
1976
1977
1978
Other
BM
BF
WM
WF
IM
CLERICAL

Figure 12

30

ERRATA

DEPARTMENT OF COMMUNITY COLLEGES
NEW POSITIONS
APPOINTMENTS BY RACE, SEX, & GRADE

GRADE	'72	'73	'74	'75	'76	'77	'78
FR		WM					
84			WM	WM			
80	WM V	WM					
78				BM			
75		V					WM
74	WM	WF BM		WF BM			
72					WF		
71							WM-36 WF- 2 V- 3
59	V				WF		
56	V-3 WF	WF					WF-11 V-10
53					WF-2 BF		

Figure 13

Employee Organization Salary Grade

Tables 15 through 44, pages 36-50 identify by organization (Division) the race, sex and salary grade of all employees for a five year period, 1974-1978.

Professional

State Office, 1974

An analysis of the 1974 State Office summary in table 20, page 38, among other things, indicates that there were 64 professional positions (grades 65 - Flat Rate). Of that number 51 or 79.7% were white males, 2 or 3.1% were black females and 11 or 17.2% were white females. A review of the Clerical Category (grades 50-64) indicated there were 65 positions. Of that number 61 or 93.8% were white females, 3 or 4.6% were black females and 1 or 1.5% was a white male. The total number of employees was 129.

State Office, 1975

An examination of the 1975 State Office System summary in table 26, page 41, among other things indicates that there were 69 professional positions. Of that number 55 or 79.7% were white males, 2 or 2.9% were black males, 12 or 17.4% were white females. A review of the clerical category indicated that there were 74 positions. Of that number 69 or 93.2% were white females, 3 or 4.1% are black females and 2 or 2.7% are white males. The total number of employees was 143.

State Office, 1976

A breakdown of the 1976 State Office summary in table 32, page 44, among other things, specifies that there were 63 professional positions. Of that number 44 or 69.8% were white males, 2 or 3.2% were black males, 2 or 3.2% are black females, 14 or 22.2% were white females and 1 or 1.6% was an Indian male. An inspection of the Clerical Category revealed that there were 75 positions. Of that number 61 or 81.3% were white females, 1 or 1.3% was a black male and 1 or 1.3% was listed as "Other". The total number of employees was 138.

State Office, 1977

A study of the 1977 Office summary reveals in table 38, page 47 that there were 66 professional positions. Of that number 47 or 71.2% were white males, 2 or 3% were black males, 3 or 3% were black females, 14 or 21.2% were white females and 1 or 1.5% was an Indian male. An analysis of the Clerical Category indicated that there were 57 positions. Of that number 52 or 91.2% are white females, 3 or 5.3% were black females and 2 or 3.5% were white males. The total number of employees was 123.

State Office, 1978

An inspection of the 1978 Office summary in table 44, page 50, points up, among other things, that there were 105 professional positions. Of that number 82 or 75.9% were white males, 2 or 1.9% were black males, 2 or 2.8% were black females, 20 or 18.5% were white females and 1 or .9% was an Indian male.

HIGHLIGHTS

Five Year Summary For The Department Of Community Colleges

Based on the five year data base the following trends, among other things, are indicated:

Black Males

The number of black males (2) has remained constant and that their percentage relative to the total workforce percentage declined from 1975 to 1978. There were no males employed in 1974.

Indian Males

The number of Indian males (1) has remained constant and that their percentage relative to the total workforce percentage declined from 1975 to 1978. There were no Indian males or females employed in 1974 or 1975.

White Males

The number of white males has increased greatly in professional positions. In 1974 there were 51 white males employed in professional postitions. In 1978 there were 82 white males employed in professional positions. It should be noted that 37 areas coordinators who were already employed in the Department of Community Colleges in July, 1978 were white males.

Black Females

The number of black females has not increased significantly from 5 in 1974 to 6 in 1978. Two of the 5 were in professional positions in 1974 and 3 were in clerical others. In 1978 there are 3 black females who are in professional positions and 3 who are in clerical positions.

White Females

The number of white females has increased greatly since 1974 in both professional and clerical others categories. In 1974 there were 11 white females employed in professional positions and 61 in clerical positions. In 1978 there were 20 white females employed in professional positions and 70 in clerical positions.

Table 15

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1974

OFFICE OF THE PRESIDENT

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56							1			1	1
57											
58											
59							1			1	1
60											
61											
62											
63							1			1	1
64											
65											
66											
67											
68											
69											
70											
71											
72											
73											
74		1			1						1
75											
76											
77											
78											
79											
80		1			1						1
81											
82											
83											
84											
85											
FR		1			1						1
Totals		3			3		3			3	6

Table 16

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1974

INSTITUTIONAL SERVICES

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50						2	2			4	4
53						1	1			2	2
55		1			1						1
56		1			1		13			13	14
57											
58							1			1	1
59							5			5	5
60											
61							2			2	2
62											
63											
64											
65											
66						1				1	1
67							1			1	1
68							2			2	2
69											
70		1			1						1
71		1			1		1			1	2
72											
73		2			2						2
74											
75											
76											
77		1			1						1
78		1			1						1
79											
80											
81											
82											
83											
84		1			1						1
85											
FR		1			1						1
Totals		10			10	4	28			32	42

Table 17

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1974

PLANNING & POLICY

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56							2			2	2
57											
58											
59							4			4	4
60											
61											
62							1			1	1
63											
64											
65											
66											
67		1			1						1
68							1			1	1
69											
70											
71											
72											
73											
74							1			1	1
75		2			2						2
76											
77											
78											
79											
80		1			1	1				1	2
81											
82											
83											
84		1			1						1
85											
FR											
Totals		15			5	1	9			10	15

Table 18

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1974

STUDENT SERVICES

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56							4			4	4
57											
58											
59							2			2	2
60											
61											
62											
63							1			1	1
64											
65											
66											
67											
68											
69		1			1						1
70											
71											
72							1			1	1
73											
74		1			1		1			1	2
75		6			6						6
76											
77											
78		2			2						2
79											
80											
81											
82											
83											
84		1			1						1
85											
FR											
Totals		11			11		9			9	20

Table 19

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1974
EDUCATIONAL PROGRAMS

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56							16			16	16
57											
58											
59							2			2	2
60											
61							2			2	2
62											
63											
64											
65											
66											
67											
68		2			2						2
69											
70		1			1						1
71		3			3						3
72							1			1	1
73		5			5						5
74											
75		3			3		2			2	5
76											
77		5			5						5
78											
79											
80		3			3						3
81											
82											
83											
84		1			1						1
85											
FR											
Totals		23			23		23			23	46

Table 20

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1974
STATE OFFICE SUMMARY

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50						2	2			4	4
53						1	1			2	2
55		1			1						1
56		1			1		36			36	37
57											
58							1			1	1
59							14			14	14
60											
61							4			4	4
62							1			1	1
63							2			2	2
64											
65											
66						1				1	1
67		1			1		1			1	2
68		2			2		3			3	5
69		1			1						1
70		2			2						2
71		4			4						4
72											
73		7			7						7
74		2			2		2			2	4
75		11			11		2			2	13
76											
77		6			6						6
78		3			3						3
79											
80		5			5	1				1	6
81											
82											
83											
84		4			4						4
85											
FR		2			2						2
Totals		52			52	5	72			72	129

Table 21

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1975

OFFICE OF THE PRESIDENT

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56											
57											
58											
59							2			2	2
60											
61											
62							1			1	1
63											
64							1			1	1
65											
66											
67											
68											
69											
70											
71											
72											
73											
74											
75											
76		1			1						1
77											
78											
79											
80		1			1						1
81											
82											
83											
84		1			1						1
85											
FR		1			1						1
Totals		4			4		5			5	9

Table 22

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1975

INSTITUTIONAL SERVICES

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50						1	1			2	2
53						1	6			7	7
55		1			1						1
56		1			1		13			13	14
57											
58							1			1	1
59							7			7	7
60											
61							2			2	2
62											
63							1			1	1
64											
65											
66						1				1	1
67							1			1	1
68							2			2	2
69											
70		2			2						2
71		1			1		1			1	2
72											
73		2			2						2
74											
75											
76											
77											
78		1			1						1
79											
80											
81		1			1						1
82											
83											
84											
85		1			1						1
FR											
Totals		10			10	5	82			38	48

Table 23
DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1975

PLANNING & POLICY

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56							3			3	3
57											
58											
59											
60							4			4	4
61											
62											
63							1			1	1
64											
65											
66						1				1	1
67		1			1						1
68							1			1	1
69											
70											
71											
72											
73											
74											
75		2			2						2
76											
77											
78						1				1	2
79											
80		1			1						1
81											
82											
83											
84											
85		1			1						1
FR											
Totals		5			5	2	9			11	16

Table 24
DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1975

STUDENT SERVICES

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56						1	3			4	4
57											
58							1			1	1
59							2			2	2
60											
61											
62											
63							1			1	1
64											
65											
66											
67											
68											
69		1			1						1
70											
71											
72							1			1	1
73											
74		1			1						1
75		5			5		1			1	6
76											
77											
78		1			1						1
79											
80											
81		1			1						1
82											
83											
84											
85		1			1						1
FR											
Totals		10			10		9			10	20

Table 25

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE
1975

EDUCATIONAL PROGRAMS

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56							14			14	14
57											
58											
59							4			4	4
60											
61							2			2	2
62											
63											
64											
65											
66											
67											
68		2			2		1			1	3
69											
70											
71		6			6						6
72							1			1	1
73		6			6						6
74											
75		4			4		2			2	6
76											
77		5			5						5
78											
79											
80		1			1						1
81											
82		2			2						2
83											
84											
85		1			1						1
FR											
Totals		29			29		24			24	51

Table 26

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE
1975

SUMMARY

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50						1	1			2	2
53						1	6			7	7
55		1			1						1
56		1			1	1	33			34	35
57											
58							2			2	2
59							15			15	15
60							4			4	4
61							4			4	4
62							1			1	1
63							3			3	3
64							1			1	1
65											
66						1				1	1
67		1			1		2			2	3
68		2			2		4			4	6
69		1			1						1
70		2			2						2
71		7			7		1			1	8
72							2			2	2
73		8			8						8
74		1			1						1
75		11			11		3			3	14
76		1			1						1
77		5			5						5
78		2			2	1				1	3
79											
80		3			3						3
81		2			2						2
82		2			2						2
83											
84		1			1						1
85		4			4						4
FR		1			1						1
Totals		56			56	5	82			85	143

Table 27

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1976

OFFICE OF THE PRESIDENT

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56							1			1	1
57											
58											
59							1			1	1
60											
61							1			1	1
62											
63											
64											
65							1			1	1
66											
67							1			1	1
68											
69											
70											
71											
72											
73											
74											
75											
76		1			1						1
77											
78											
79											
80		1			1						1
81											
82											
83											
84		1			1						1
85											
FR		1			1						1
Totals		4			4					5	9

Table 28

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1976

INSTITUTIONAL SERVICES

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50						2	1			3	3
53						3	8		1	12	12
55		1			1						1
56		1			1	1	12			13	14
57											
58							1			1	1
59							6			6	6
60											
61							2			2	2
62											
63							1			1	1
64											
65											
66						1				1	1
67							1			1	1
68							2			2	2
69											
70		2			2		2			2	4
* 71											
72		1			1						1
73											
74											
75		1			1						1
76											
77											
78		1			1						1
79											
80		1			1						1
81											
82											
83											
84											
85		1			1						1
FR											
Totals		9			9	7	36		1	44	53

* Vacancy

Table 29

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1976

PLANNING & POLICY

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56						2				2	2
57											
58											
59							2			2	2
60											
61											
62											
63											
64											
65											
66											
67											
68							1			1	1
69											
70											
71											
72											
73											
74	1				1		1			1	2
75		1			1						1
76											
77											
78	1				1						1
79											
80		1			1						1
81											
82											
83											
84											
85		1			1						1
FR											
Totals	2	3			5	2	4			6	11

Table 30

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1976

STUDENT SERVICES

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56						2	2			4	4
57											
58	1				1						1
59							2			2	2
60											
61											
62											
63							1			1	1
64											
65											
66											
67											
68											
69		1			1						1
70											
71											
72											
73											
74		1			1		1			1	2
75		4			4		1			1	5
76											
77											
78		1			1						1
79											
80		1			1						1
81											
82											
83											
84											
85						1				1	1
FR											
Totals	1	8			9	3	7			10	19

Table 31

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1976

EDUCATIONAL PROGRAMS

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56							15			15	15
57											
58											
59							4			4	4
60							2			2	2
61											
62											
63											
64											
65											
66											
67											
68		2			2		1			1	3
69											
70											
71		3	1		4						4
72											
73		3			3						3
74											
75		4			4		2			2	6
76											
77		5			5						5
78											
79											
80		1			1						1
81											
82		2			2						2
83											
84											
85		1			1						1
FR											
Totals		21	1		22		24			24	46

Table 32

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1976

SUMMARY

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50						2	1			3	3
53						3	8		1	12	12
55		1			1						1
56		1			1	5	30			35	36
57											
58	1				1						1
59							15			15	15
60											
61							5			5	5
62											
63							2			2	2
64											
65							1			1	1
66						1				1	1
67							2			2	2
68		2			2		4			4	6
69		1			1						1
70		2			2		2			2	4
71		3	1		4						4
72		1			1						1
73		3			3						3
74	1	1			2		2			2	4
75		10			10		3			3	13
76		1			1						1
77		5			5						5
78	1	2			3						3
79											
80		5			5						5
81											
82		2			2						2
83											
84		1			1						1
85		3			3	1				1	4
FR		1			1						1
Totals	3	45	1		49	12	76	1		89	138

Table 33

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1977

OFFICE OF THE PRESIDENT

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56											
57											
58											
59							2			2	2
60											
61							1			1	1
62											
63											
64											
65							1			1	1
66											
67							1			1	1
68											
69											
70											
71											
72											
73											
74											
75											
76		1			1						1
77											
78											
79											
80		1			1						1
81											
82											
83											
84		1			1						1
85											
FR		1			1						1
Totals		4			4		5			5	9

Table 34

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1977

INSTITUTIONAL SERVICES

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50						1	1			2	2
53	1				1	2	9			11	12
55											
56		1			1	1	11			12	13
57											
58							1			1	1
59		1			1		7			7	8
60											
61							2			2	2
62											
63											
64											
65											
66						1				1	1
67							2			2	2
68							2			2	2
69											
70		2			2		1			1	3
71							1			1	1
72		1			1						1
73											
74											
75		1			1						1
76											
77											
78		1			1						1
79											
80		1			1						1
81											
82											
83											
84											
85											
FR											
Totals	1	8			8	5	37			43	51

Table 35

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1977

PLANNING & POLICY

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56						1	1			2	2
57											
58											
59							2			2	2
60											
61											
62											
63											
64											
65											
66											
67											
68											
69											
70											
71											
72											
73											
74	1				1		1			1	2
75		1			1						1
76											
77											
78	1				1						1
79											
80		1			1						1
81											
82											
83											
84											
85		1			1						1
FR											
Totals	2	3			5	1	4			5	10

Table 36

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1977

STUDENT SERVICES

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56							3			3	3
57											
58											
59						1	1			2	2
60											
61											
62											
63							1			1	1
64											
65											
66											
67											
68											
69		1			1						1
70											
71											
72											
73											
74		1			1		1			1	2
75		4			4		1			1	5
76											
77											
78		2			2						2
79											
80		1			1						1
81											
82											
83											
84											
85						1				1	1
FR		1			1						1
Totals		10			10	2	7			9	19

Table 37

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1977

EDUCATIONAL PROGRAMS

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56							13			13	13
57											
58											
59							5			5	5
60											
61							2			2	2
62											
63											
64											
65											
66											
67											
68		2			2						2
69											
70											
71		3	1		4						4
72							1			1	1
73		6			6						6
74											
75		4			4		2			2	6
76											
77		5			5						5
78											
79											
80		1			1						1
81											
82		2			2						2
83											
84											
85		1			1						1
FR											
Totals		24	1		25		23			23	48

Table 38

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1977

SUMMARY

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56		1			1	2	28			30	31
57											
58							1			1	1
59		1			1	1	17			18	19
60											
61							5			5	5
62											
63							1			1	1
64											
65							1			1	1
66						1				1	1
67							3			3	3
68		2			2		2			2	4
69		1			1						1
70		2			2		1			1	3
71		3	1		4		1			1	5
72		1			1		1			1	2
73		6			6						6
74	1	1			2		2			2	4
75		10			10		3			3	13
76		1			1						1
77		5			5						5
78	1	3			4						4
79											
80		5			5						5
81											
82		2			2						2
83											
84		1			1						1
85		2			2						2
FR		2			2						2
Totals	2	49	1		52	5	66			71	123

Table 39

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1978
OFFICE OF THE PRESIDENT

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56											
57											
58											
59							2			2	2
60											
61							1			1	1
62											
63							1			1	1
64											
65											
66											
67											
68											
69											
70							2			2	2
71											
72											
73											
74											
75											
76											
77											
78											
79											
80											
81											
82											
83											
84		1			1						1
85											
FR		1			1						1
Totals		2			2		6				8

Table 40

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1978
INSTITUTIONAL SERVICES

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56		1			1	2	10			12	13
57											
58							1			1	1
59		1			1		7			7	8
60											
61							2				2
62											
63											
64											
65											
66						1				1	1
67							2			2	2
68							2			2	2
69											
70		2			2		1			1	3
71							4			4	4
72		1			1						1
73											
74											
75		1			1						1
76											
77											
78		1			1						1
79											
80	1				1						1
81											
82											
83											
84											
85		1			1						1
FR											
Totals	1	8			9	3	29			32	41

Table 41

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1978

PLANNING & POLICY

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56						1	1			2	2
57											
58											
59							2			2	2
60											
61											
62											
63							1			1	1
64											
65											
66											
67											
68											
69											
70											
71											
72											
73											
74											
75	1	1	1		3						3
76		1			1						1
77											
78		1			1		1			1	1
79											
80		1			1						1
81											
82											
83											
84											
85		1			1						1
FR											
Totals	1	4	1		6	1	5			6	12

Table 42

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1978

STUDENT SERVICES

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56							3			3	3
57											
58											
59							2			2	2
60											
61											
62											
63							1			1	1
64											
65											
66											
67											
68											
69		1			1						1
70											
71											
72											
73											
74		1			1		1			1	2
75		5			5						5
76											
77											
78		2			2						2
79											
80		1			1						1
81											
82											
83											
84											
85						1				1	1
FR											
Totals		10			10	1	7			8	18

Table 43

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1978

EDUCATIONAL PROGRAMS

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53						1				1	1
55											
56							29			29	29
57											
58											
59							5			5	5
60											
61							2			2	2
62											
63											
64											
65											
66											
67											
68		3			3	1				1	4
69											
70											
71		37			37		3			3	40
72							2			2	2
73		6			6						6
74											
75		5			5		2			2	7
76											
77		5			5						5
78											
79											
80		1			1						1
81											
82		2			2						2
83											
84											
85		1			1						1
FR											
Totals		60			60		43			45	104

Table 44

DEPT. OF COMMUNITY COLLEGES BY
DIVISION, RACE, SEX AND SALARY GRADE

1978

STATE OFFICE SUMMARY

Salary Grade	Male					Female					Grand Total
	B	W	I	O	Tot	B	W	I	O	Tot	
50											
53											
55											
56		1			1	3	43			46	47
57											
58							1				1
59		1			1		18			18	19
60							3			3	3
61							2			2	2
62							3			3	3
63											
64											
65											
66						1				1	1
67							2			2	2
68		3			3	1				3	6
69		1			1						1
70		2			2		3			3	5
71		37			37		7			7	41
72		1			1		2			2	3
73		6			6						6
74		1			1		1			1	2
75	1	12	1		14		2			2	16
76		1			1						1
77		5			5						5
78		4			4		1			1	5
79											
80	1	3			4						4
81											
82		2			2						2
83											
84		1			1						1
85		3			3	1				1	4
FR		1			1					1	1
Totals	2	86	1		89	6	88			94	183

Table 45

Professional Promotions in the Department of Community Colleges by Race & Sex

Race/Sex	1975	1976	1977	1978
B M	0	0	0	1
W M	10	0	0	2
B F	2	0	0	0
W F	0	2	0	6
I M	0	0	0	1
I F	0	0	0	0
Total	12	2	0	9

As indicated in the above table in 1975 there were twelve professional promotions in the Department of Community Colleges, ten or 83.3% were white males and two or 16.6% were black females. Whereas in 1976 only two white female professional promotions were made and no promotions made in 1977. In 1978 of the nine promotions made 1 or 11.1% was for black males; two or 22.2% were for white males; six or 66.6% were for white females and one or 11.1% was for Indian male. (See Figure 14, page 53 for percentage comparison.)

Table 46

Clerical Promotions in the Department of Community Colleges by Race & Sex

Race/Sex	1975	1976	1977	1978
B M	0	0	0	0
W M	0	0	1	0
B F	0	2	3	1
W F	17	2	5	2
I M	0	0	0	0
I F	0	0	0	0
Totals	17	4	9	3

As indicated in the above Table No. in 1975 there were seventeen clerical promotions in the Department of Community Colleges, all of which were white females. Whereas in 1976, there were four promotions, two or 50% were black females and the other two or 50% were white females. In 1977 there were nine promotions. Of the nine promotions in 1977, one or 1.11% was a white male, three or 33.3% were black females and five or 55.6% were white females. In 1978, there were three promotions. Of the three promotions, one or 33.3% was a black female and 2% or 66.6% were white females. (See Figure 14, page 53 for percentage comparisons.)

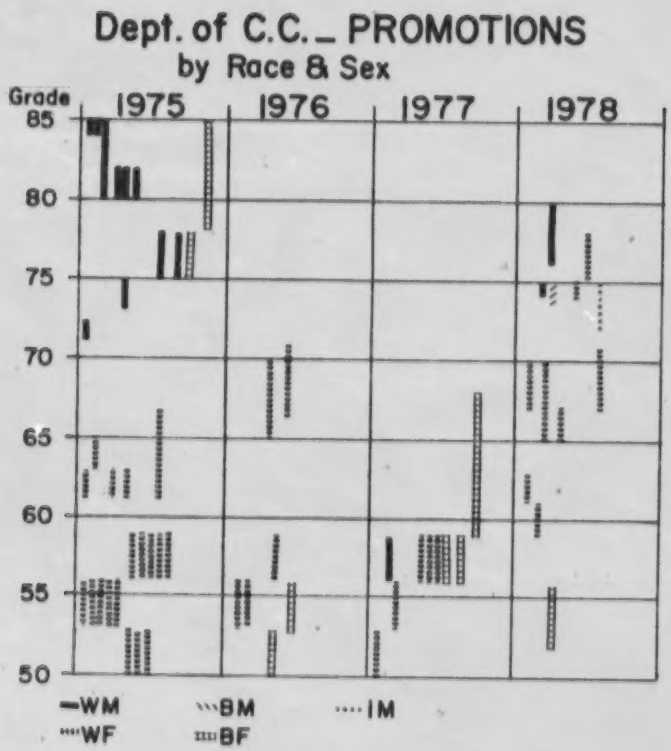

Dept. of C.C._ PROMOTIONS
by Race & Sex
Grade
1975
1976
1977
1978
85
80
75
70
65
60
55
50
WM
BM
IM
WF
BF

Figure 14

53

Table 47

Terminations of the Department of Community Colleges by Race, Sex & Salary

Race/Sex	1976	1977	1978
B F	2 (53) (56)	1 (53)	0
W M	1 (85)	2 (80) (80)	3 (FR) (76) (71)
Others	10 (68) (70) 2(53) 6(56)	6 3(56) (53) (61) (74)	7 3(53) (59) 2(56) (78)
Totals	13	9	10

The data contained in the above Table No. indicates the number of terminations for a three year period. There are no records of why the terminations were made.

Table 48

Demotions in the Department of Community Colleges by Race, Sex & Salary

Race/Sex	1976	1977	1978
W F	1 (68-67)	1 (59-56)	2 (56-53) (63-61)
Totals	1	1	2

The data contained in the above Table No. indicates the number of demotions for the three year period. There are no records of why the demotions were made.

Table 49

Lateral Transfers in the Department of Community Colleges by Race, Sex & Salary Grade 1976-1978

Race/Sex	1976	1977	1978
B F	0	0	1 (53)
W F	4 (56)	2 (56)	2 (50) (61)
Totals	4	2	3

The data contained in the above Table No. indicates the number of transfer for the three year period. There are no records of why the transfers were requested.

Figure 15 displays a list of employee terminations, demotions and lateral transfers by race, sex and salary grades for 1976, 1977 and 1978.

Dept. of C.C._Race,Sex & Grade

TERMINATIONS

	1976	1977	1978
BF	2 (53) (56)	1 (53)	
WM	1 (85)	2 2 (80)	3 (FR) (76) (71)
WF	10 2 (53) 1 (68) 6 (56) 1 (70)	6 1 (53) 1 (61) 3 (56) 1 (74)	7 3 (53) 1 (59) 2 (56) 1 (78)
OTHER		1 (53)	

DEMOTIONS

WF	1 (68-67)	1 (59-56)	2 (56-53) (63-61)

LATERAL TRANSFERS

BF			1 (53)
WF	4 (56)	2 (56)	2 (50) (61)

Figure 15

LOCAL LEVEL

Tables 50 through 53, pages 58 through 63 provide total system summaries for the 57 Community Colleges and Technical Institutes (Local level), by race, sex and categories of new employees hired each year. Tables 54 through 57, pages 64 - 68 indicate total system summaries for the local level, by race, sex and categories including new employees. The final tables 58 through 67, pages indicate turnovers (promotions, retirements, resignations and dismissals) by race, sex and categories.

Whereas data in this section (Local Level) is comparable to that of the State Level section of the report, it has been collected, analyzed, and treated so as to compare employee practices by role title groupings rather than grade level groupings.

Local
New

Figure 16 page 59 together with table 50 represents a three-year system composite of new positions established and staffed with Executive, Faculty, and "Other Professionals", by Race and Sex.

Table 50

Total System Summary of New Employees (Executive/Faculty/Other Professionals) employed during or since 1975, by Race and Sex 1976-1978

Race/Sex	1976	1977	1978
Black Male	27	26	22
White Male	348	261	229
Black Female	32	38	36
White Female	247	227	234
Indian Male	1	0	3
Indian Female	1	1	2
Other	4	4	1
Totals	660	557	527

The above data indicates that blacks represented 8.9% of the total new employees in 1976 and 11.5% in 1977. In 1978, blacks represented 11%.

Whites accounted for 89.7% of new employees in 1976 and 87.7% in 1977. In 1978, whites accounted for 87.9% of the total new employees.

Indians represented .2% of the total new employees in 1976, 1977 and 1978.

The data reveals a noticeable percentage increase in the number of blacks employed as new employees within the system. The highest percentage gain was in 1977 when blacks represented 11.5% of all employees hired during 1975-1976.

SYSTEM SUMMARY PERCENTAGE COMPARISON
EMPLOYEES BY RACE & SEX
NEW EMPLOYEES

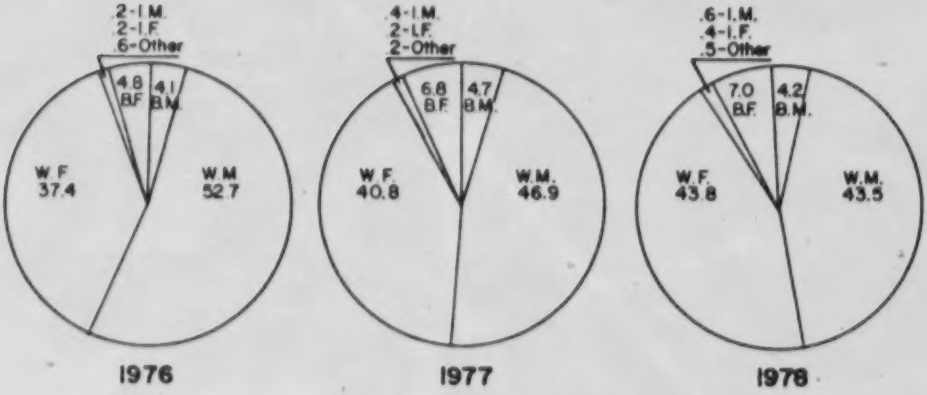


Figure 16

Figure 17, page 61 together with table 51 indicate a three-year system summary of new positions by race and sex in the Executive Category.

Table 51 System Summary of New Executive Employees by Race and Sex 1976-1978

Race/Sex	1976	1977	1978
Black Male	8	2	2
White Male	43	17	19
Black Female	1	1	1
White Female	12	6	11
Indian Male	0	0	1
Indian Female	0	0	1
Other	0	0	0
Totals	64	26	34

As indicated in table sixty-four new employees were hired in 1976. Of that number, 8 or 12.5% were black males, as compared to 43 or 67.2% who were white males. Black females totaled 1 or 1.6% as compared to 12 or 18.6% for white females.

In 1977, twenty-six new employees were hired. Of that number, 2 or 7.7% were black males, and 17 or 65.4% were white males. Further analysis indicates that black females totaled 1 or 3.8% as compared to 6 or 23.1% white females.

During 1978, thirty-four new employees were hired. Two or 5.9% were black males and 19 or 55.9% were white males. Black females again totaled 1 or 2.9% as compared to 11 or 32.4% who were white females.

SYSTEM SUMMARY PERCENTAGE COMPARISON OF NEW EMPLOYEES BY RACE & SEX EXECUTIVE, ADMINISTRATIVE, MANAGERIAL

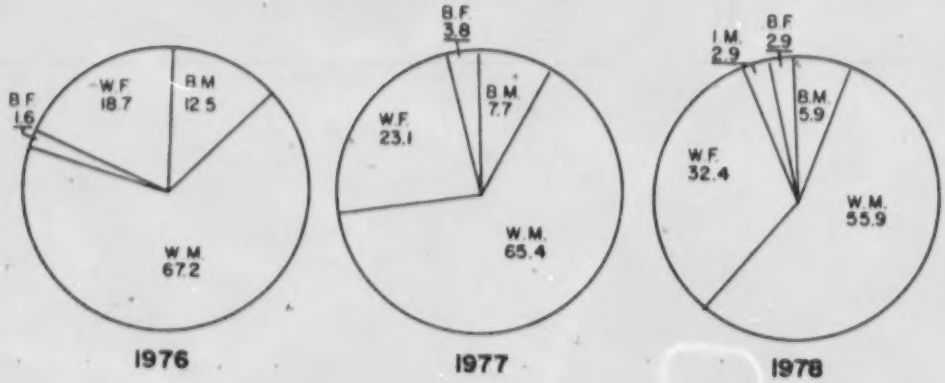


Figure 17

61

Table 52 indicates a three-year system summary of new positions by race and sex in the faculty category.

Table 52 System Summary of New Faculty Employees by Race and Sex 1976-1978

Race/Sex	1976	1977	1978
Black Male	8	17	9
White Male	258	211	181
Black Female	21	26	25
White Female	201	183	182
Indian Male	0	0	1
Indian Female	0	0	1
Other	3	3	0
Totals	491	440	399

A review of the data contained in table 52 indicates that of the 491 new (Faculty) employees in 1976, eight or 1.6% were black males and 258 or 52.5% were white males. A further analysis indicates that black females represented 21 or 4.3% as compared to white females who numbered 201 or 40.9% of new faculty employees.

In 1977, there were 440 new Faculty employees. Of that number, 17 or 3.8% were black males and 211 or 47.9% were white males. Black females constituted 26 or 5.9% of the faculty workforce as compared to white females who were 183 or 41.6% of new employees in this category.

In 1978, there were 399 new employees. Of that number, nine or 2.3% were black males and 181 or 45.4% were white males. Black females represented 25 or 6.3% and white females represented 182 or 45.6% of new employees.

Table 53 provides the number of new employees in the "Other Professionals" category of occupations for the 57 community colleges and technical institutes (system summary) by race and sex for 1976-1978.

Table 53 System Summary of New "Other Professionals" Employed by Race and Sex 1976-1978

Race/Sex	1976	1977	1978
Black Male	11	7	11
White Male	47	33	29
Black Female	10	11	10
White Female	34	38	41
Indian Male	1	0	1
Indian Female	1	1	1
Other	1	1	1
Totals	105	91	94

Analysis of the above data by Race indicates no increasing or decreasing trend in the percentage of new employees in the "Other Professionals" occupation within the 57 community colleges and technical institutes for the three-year period, 1976-1978. By sex, the white female exhibits an 11.2% increase in new employment over the three year period.

The black percentage representation in this occupational category was 20.1% for 1976, 19.7% for 1977, and 22.3% for 1978. The white percentage representation is 77.2%, 78.1%, and 74.4% respectively. Indian percentage representation was 1.8%, 1.1%, and 2.2% respectively for 1976-1978.

Local

Figure 18, page 65 together with table 54 indicate a three-year summary of employees (1976-1978) for the 57 Community Colleges and Technical Institutes (total system) by race and sex in three categories (Executive/Faculty/Other Professionals).

Table 54

Total System Summary of Employees (Executive/Faculty/Other Professionals) by Race and Sex 1976-1978

Race/Sex	1976	% 1976	1977	% 1977	1978	% 1978
Black Male	154	3.6	151	3.4	165	3.6
White Male	2,587	60.1	2,625	59.1	2,604	57.6
Black Female	164	3.8	187	4.2	212	4.7
White Female	1,352	31.4	1,440	32.4	1,490	32.9
Indian Male	14	.3	8	.2	10	.2
Indian Female	5	.1	5	.1	11	.2
Others	26	.6	27	.6	32	.7
Totals	4,302		4,443		4,524	

A percentage analysis of the above data indicates that blacks represented 7.4% of the total workforce in 1976 and 7.6% in 1977. In 1978, blacks represented 8.3% of the workforce.

Indian representation was .4%, .3% and .2% respectively for 1976-1978.

Whites represented 91.5% of the workforce in 1976 and 1977 and 90.5% in 1978.

SYSTEM SUMMARY PERCENTAGE COMPARISON FOR ALL CATAGORIES BY RACE & SEX

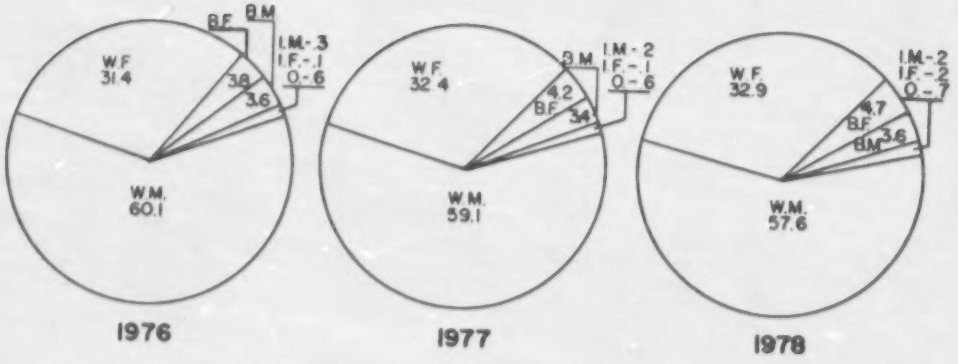


Figure 18

Table 55 reveals a three-year system summary by race, and sex in the Executive category.

Table 55 System Summary of Employees (Executive Category), by Race and Sex 1976-1978

Race/Sex	1976	% 1976	1977	% 1977	1978	% 1978
Black Male	43	5.9	45	5.8	45	5.9
White Male	566	78.1	606	78.0	567	74.2
Black Female	10	1.4	11	1.4	16	2.1
White Female	97	13.4	107	13.7	127	16.6
Indian Male	7	1.0	6	.8	7	.9
Indian Female	1	.1	0	0	0	0
Others	1	.1	2	.3	2	.3
Totals	725		777		764	

A percentage analysis of the Executive category reveals that blacks represented 7.3% of the Executives in 1976 and 7.2% in 1977. In 1978 blacks comprised 8% of the workforce.

Indians composed 1.1% in 1976 and 1977. In 1978 1.2% of the workforce was Indian.

Whites represented 91.5% of the workforce in 1976, 91.7% in 1977, and 90.8% in 1978.

Table 56 indicates a three-year system summary by race and sex in the faculty category.

Table 56 System Summary of Faculty Employees by Race and Sex 1976-78

Race/Sex	1976	% 1976	1977	% 1977	1978	% 1978
Black Male	59	2.0	55	1.8	63	2.0
White Male	1,746	58.3	1,756	56.9	1,780	56.9
Black Female	122	4.1	138	4.5	149	4.8
White Female	1,038	34.6	1,112	36.1	1,104	4.8
Indian Male	6	.2	1	.03	1	.03
Indian Female	3	.1	2	.06	5	.15
Others	23	.8	20	.6	24	.8
Totals	2,997		3,084		3,126	

A percentage analysis of the above data reveals that blacks represented 6.1% of the faculty in 1976 and 6.3% in 1977. In 1978 blacks represented 6.8% of the faculty.

Indians represented less than 1% for this same period.

Whites constituted 92.9% of the faculty in 1976, 93% in 1977, 92.2% in 1978.

Table 57 identifies a three-year system summary by race and sex in the other professional category.

Table 57 System Summary of Professional Employees (other than Executive or Faculty) by Race and Sex 1976-1978

Race/Sex	1976	% 1976	1977	% 1977	1978	% 1978
Black Male	52	9.0	51	8.8	57	9.0
White Male	275	47.4	263	45.2	257	40.6
Black Female	32	5.5	38	6.5	47	7.4
White Female	217	37.4	221	38.0	257	40.9
Indian Male	1	.2	1	.1	2	.3
Indian Female	1	.2	3	.5	5	.8
Others	2	.3	5	.9	6	.9
Totals	580		582		633	

A review of the above data in table 57 by percentage indicates that blacks represented 14.5% of the other professionals in 1976 and 15.3% in 1977. In 1978 blacks comprised 16.4% of the personnel in this category.

Indians comprised less than 1% in 1976 and 1977; however, they represented 1.1% in 1978.

Whites represented 84.8% in 1976, 83.2% in 1977, and 81.5% in 1978.

Table 58 Total Promotions in the N.C. Community College System by Race and Sex 1976-1978

Race/Sex	1976	% 1976	1977	% 1977	1978	% 1978
Black Male	3	3.9	7	5.9	8	6.5
White Male	47	61.0	62	52.5	68	55.3
Black Female	6	7.8	5	4.2	7	5.7
White Female	21	27.3	44	37.3	40	32.5
Indian Male	0		0		0	
Indian Female	0		0		0	
Totals	77		118		123	

As indicated in the above table, there were 77 promotions made in 1976. Of the 77 promotions 9 or 11.7% were black and 68 or 88.3% were white. In 1977 with 118 promotions, 12 or 10.2% were black and 89.9% were white. During 1978 there were 123 promotions. Of these promotions, 15 or 12.2% were black and 108 or 87.8% were white.

The total percentage of promotions for blacks during 1976-1978 were: 11%, 10.2% and 12.2% respectively compared to whites who percentage of promotions for the same time period were: 88.3%, 89.8% and 87.8%.

Table 59 Executive Promotions in the N.C. Community College System by Race and Sex 1976-1978

Race/Sex	1976	% 1976	1977	% 1977	1978	% 1978
Black Male	2	6.9	4	8.9	2	5.7
White Male	22	75.9	26	57.8	25	71.4
Black Female	1	3.4	1	2.2	0	
White Female	4	13.8	14	31.1	8	22.9
Indian Male	0		0		0	
Indian Female	0		0		0	
Totals	29		45		35	

As shown above in table 59, there were 29 promotions made in 1976, of these 3 or 10.3% were black and 26 or 89.7% were black and 40 or 88.9% were white. During 1978 there were 35 promotions. Of these promotions 2 or 5.7% were black and 94.3% were white. (See Figure 19 for percentage comparison).

Table 60 Faculty Promotions in the N.C. Community College System by Race and Sex 1976-1978

Race/Sex	1976	% 1976	1977	% 1977	1978	% 1978
Black Male	1	2.9	1	1.9	3	5.4
White Male	20	57.1	29	55.8	31	55.4
Black Female	3	8.6	1	1.9	4	7.1
White Female	11	31.4	21	40.4	18	32.1
Indian Male	0		0		0	
Indian Female	0		0		0	
Totals	35		52		56	

As indicated in table 60, there were 35 promotions in 1976, of these 4 or 11.4% were black and 88.6% were white. In 1977 with 52 promotions, 2 or 3.8% were black and 96.2% were white. During 1978 there were 56 promotions, 7 or 12.5% were black and 87.5% were white.

SYSTEM SUMMARY PERCENTAGE COMPARISON
OF PROMOTIONS
BY RACE & SEX IN
EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL

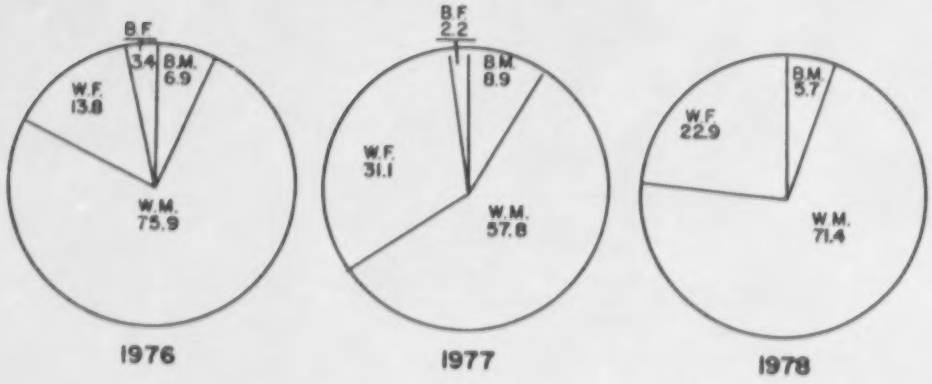


Figure 19

Table 61 Other Professionals Promoted in the N.C. Community College System by Race and Sex 1976-1978

Race/Sex	1976	% 1976	1977	% 1977	1978	% 1978
Black Male	0		2	9.5	3	9.4
White Male	5	38.5	7	33.3	12	37.5
Black Female	2	15.4	3	14.3	3	9.4
White Female	6	46.1	9	42.9	14	43.7
Indian Male	0		0		0	
Indian Female	0		0		0	
Totals	13		21		32	

As indicated above, there were 13 promotions made in 1976, of these 2 or 15.4% were black females and 11 or 84.6% were white. In 1977 with 21 promotions, 5 or 23.8% were black and 16 or 76.2% were white. During 1978 there were 32 promotions, of these promotions 6 or 18.8% were black and 26 or 81.2% were white.

Table 62 lists the number of retirements, resignations, and dismissals of employees of the 57 Community Colleges and Technical Institutes (hereafter referred to as System) in the categories of Executive, Faculty, and Other Professionals occupations by Race and Sex for a three year period, 1976-1978.

Table 62 System Summary of Retirments, Resignations, and Dismissals in Executive, Faculty, and Other Professionals Categories of Occupation by Race and Sex 1976-1978

	Executive			Faculty			Other Professionals		
Race/Sex	1976	1977	1978	1976	1977	1978	1976	1977	1978
B M	2	2	1	14	8	10	6	6	6
W M	28	35	38	158	156	174	31	41	41
B F	2	0	0	7	13	15	5	8	2
W F	4	7	7	112	120	159	32	24	36
I M	0	1	0	0	2	0	1	0	0
I F	0	0	0	1	0	0	1	1	0
Others	0	0	0	0	0	0	0	0	0
Totals	36	45	46	297	303	358	76	80	85

The percentage analysis of the above data for retirements, resignations, and dismissals in the Executive category for black representation was 11.1% for 1976, 4.4% for 1977 and 2.2% for 1978. Whereas, the white representation was 88.9%, 93.4% and 97.8% respectively for the same three years. The Indian representation was 2.2% for one year, 1977.

SYSTEM SUMMARY PERCENTAGE COMPARISON OF RETIREMENTS, RESIGNATIONS, & DISMISSALS BY RACE & SEX IN ALL 3 CATAGORIES

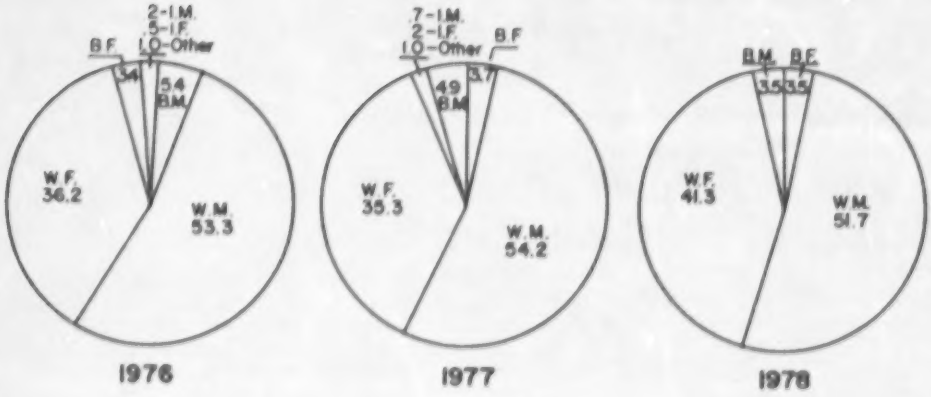


Figure 20

In the Faculty category, the black representation was 7.1% for 1976, 6.9% for 1977, and 7% for 1978. The white representation in this same category of occupation was 90.9%, 91.1% and 93% respectively for the same three year period. The Indian representation was .3% for 1976 and .7% for 1977. The other racial group had a 1.7% for 1976 and 1.3% for 1977.

The black representation in the Other Professionals category was 14.5% for 1976, 17.5% for 1977, and 9.4% in 1978. The white representation was 82.9%, 81.3% and 90.6% respectively for the same three years. The Indian representation was 2.6% for 1976 and 1.2% in 1977.

In the Executive category for retirements, resignations, and dismissals for 1976-1978, blacks and whites presented a contrasting trend in the percentage representation. The black representation showed a decrease from 11.1% to 2.2% from 1976 to 1978 and the white representation increased from 88.9% to 97.8% over the same period.

Ir the faculty category, only the Indian and Other race group showed a trend. The Indian representation increased from .3% to .7% from 1976 to 1977. The Other race group showed a decrease from 1.7% to 1.3% from 1976 to 1977.

In the Other Professional category, the Indian group was the only racial group which showed a trend, decreasing from 2.6% to 1.2% from 1976 to 1977.

SECTION III

Student Enrollment

Section III deals with patterns and trends of student enrollment in the four major areas of College Transfer, General Education, Technical and Vocational. Also, it deals with enrollment patterns in the occupational areas of:

- Agriculture
- Distribution and Marketing
- Health
- Home Economics
- Office
- Engineering and Science
- Trades and Industry
- Other

Data for this section was compiled and summarized from computer printouts supplied by MIS. Since 1974, data was supplied to the State office by each institution as part of the requirements of the Office of Civil Rights on forms OCR 2000 AIB/ OCR 3000 AIB. Comparative data is present either in tables indicating numerical listings, or as graphs displaying percentages or categorical rankings and arrangements for student enrollment in the College Transfer, General Education, and Occupational Curriculum programs by race and sex for the period 1977-1978. Data represents full-time student unduplicated headcount enrollments.

The three major racial groups include White, Black and Indian. The Hispanic and Asian were not included since their number and percentage of student enrollment is small.

Further, the source data classified the racial groups as White, Black, Indian, and Other for the periods 1971-72 through 1972-73. From 1973-74 the "other" racial classification was classified as Hispanic and Asian.

The percentages cited for student enrollment in the three curriculum programs in the graphs and figures are based on the total enrollment of all the racial groups.

College Transfer Program by Race

Table 63 shows the unduplicated headcount of students enrolled in the college transfer program for black, White, and Indian students for the school years 1971-72 through 1977-78. Figure 21 indicates comparative percentage enrollment of the same groups during that time.

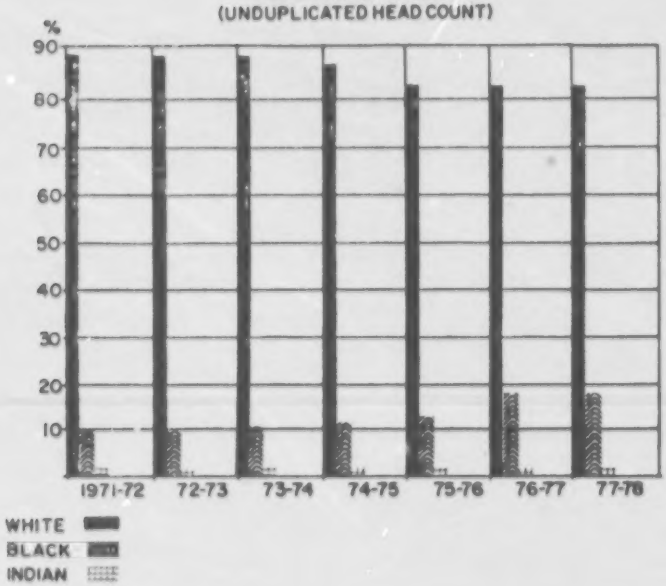
This table together with figure 21 indicates that whereas the White and Indian student steadily decreased 6.4% and 0.3% respectively for the seven-year period, black student enrollment actually increased by 6.4% over the same period.

In general, the enrollment picture for this program shows enrollment decrease from 1971-72 to 1973-74, an increase to the highest level in 1975-76, and again a decrease during the last two years of the period.

Table 63 Unduplicated Headcount Enrolled in College Transfer Programs 1971-1978, by Race

Year	White	Black	Indian	Other
1971-72	7171	822	61	44
1972-73	6732	745	58	69
1973-74	6540	757	35	101
1974-75	6594	867	22	98
1975-76	7281	1143	20	238
1976-77	7008	1370	22	55
1977-78	6799	1363	30	74

N. C. COMMUNITY COLLEGE SYSTEM TOTAL
COLLEGE TRANSFER
PERCENTAGE OF ENROLLMENT BY
RACE AND YEAR
FULL TIME STUDENT
(UNDUPLICATED HEAD COUNT)



TOTAL NUMBER ALL STUDENTS:

1971-72, 8,098	1973-74, 7,433	1975-76, 8,682	1977-78, 8,266
1972-73, 7,604	1974-75, 7,581	1976-77, 8,455	

Figure 21

College Transfer Program by Race and Sex

Table 64 indicates student enrollment, whereas, Figure 22 displays the percentage of enrollment for male and female students of the three races in the College Transfer programs for the seven-year school period.

The percentage of enrollment for both the White and Indian male student decreased 15% and 0.3% respectively. There was an increase in the percentage of enrollment for the: White female by 8.6%; Black male by 2.9%; and Black female by 3.5%. The enrollment percentage for the Indian female did not change overall for the seven-year period.

The total number of all male student enrollment decreased for the first three years, then increased for the next two years, and started to decrease again for the last two years of the seven-year period.

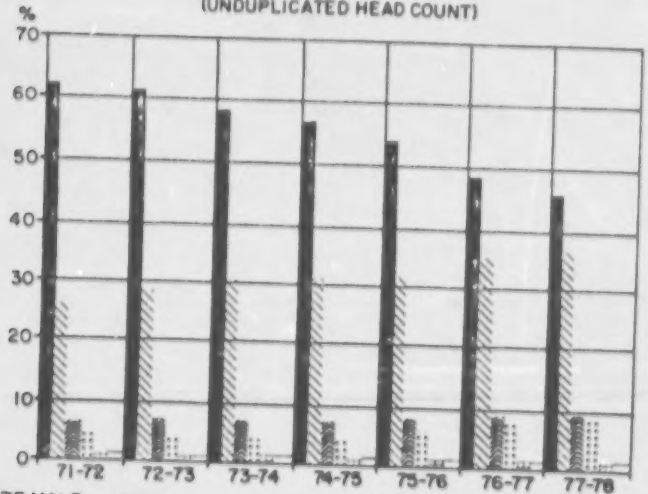
Table 64

Unduplicated Headcount Student Enrollment in College Transfer for the Period 1971-1978, by Race & Sex

Year	Black		White		Indian		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
1971-72	497	325	4979	2192	35	26	38	6
1972-73	470	275	4594	2138	39	19	48	21
1973-74	499	258	4285	2255	21	14	80	21
1974-75	543	324	4257	2337	17	5	83	15
1975-76	688	455	4607	2674	12	8	213	25
1976-77	748	622	4096	2912	10	12	47	18
1977-78	745	618	3845	2934	9	21	53	31

N. C. COMMUNITY COLLEGE SYSTEM TOTAL
COLLEGE TRANSFER
PERCENTAGE OF ENROLLMENT BY
RACE, SEX, & YEAR

FULL TIME STUDENT
(UNDUPLICATED HEAD COUNT)



WHITE MALE
WHITE FEMALE
BLACK MALE
BLACK FEMALE
INDIAN MALE
INDIAN FEMALE

TOTAL NUMBER ALL STUDENTS:

	Male	Female
71-72	5,549	2,549
72-73	5,151	2,453
73-74	4,885	2,548
74-75	4,900	2,681
75-76	5,520	3,162
76-77	4,891	3,564
77-78	4,652	3,614

Figure 22

General Education

Table 65 and Figure 23 provide student headcount and percentage by race in the General Education Programs for the school years 1971-72 through 1977-78, respectively.

The White student enrollment decreased significantly by 14.1% over a period of seven years. Whereas, the Black student enrollment increased significantly by 11.1% over the same period. Indian student enrollment also increased by 1.5% over the seven years.

The total number of all student enrollment steadily increased during this period, but the rate of increase was small in the last two years.

Table 65

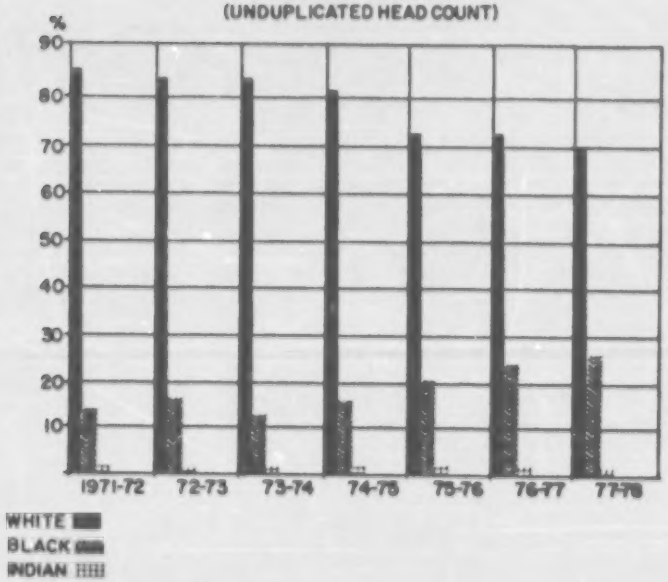
Unduplicated Headcount Enrolled in General Education Programs 1971-1978, by Race

Year	White	Black	Indian	Other
1971-72	896	160	5	3
1972-73	1069	210	4	16
1973-74	1236	208	20	28
1974-75	1639	317	22	34
1975-76	2462	696	49	143
1976-77	2486	801	63	36
1977-78	2371	890	69	57

N. C. COMMUNITY COLLEGE SYSTEM TOTAL
GENERAL EDUCATION

PERCENTAGE OF ENROLLMENT BY
RACE AND YEAR

FULL TIME STUDENT
(UNDUPLICATED HEAD COUNT)



TOTAL NUMBER ALL STUDENTS:

1971-72, 1,065	1973-74, 1,492	1975-76, 3,350	1977-78, 3,387
1972-73, 1,298	1974-75, 2,012	1976-77, 3,386	

Figure 23

General Education Program by Race and Sex

Table 66 indicates student enrollment, whereas Figure 24 portrays the percentage of enrollment for male and female students of the three races in the General Education programs for the seven-year period.

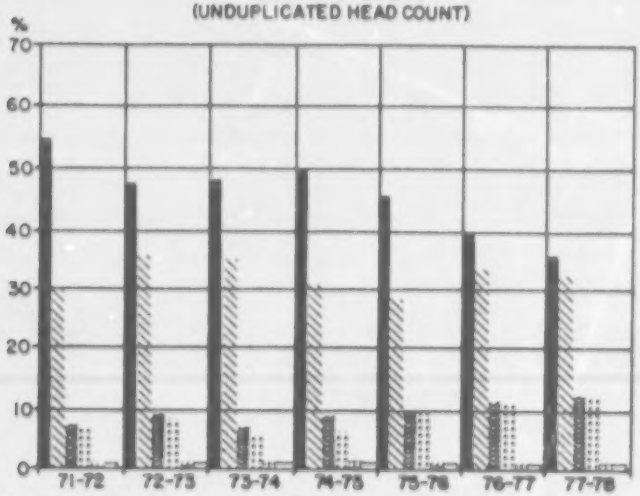
The percentage of enrollment for the White male decreased while the enrollment increased for all of the other sex and racial groups. White male enrollment decreased overall by 17%. The increase in enrollment for: White female 2.9%; for Black male and female 4.5% and 6.6% respectively; and for Indian male and female 0.1% and 1.4% respectively.

The total number of all male students increased to 1975-76; then started to decrease in enrollment. Whereas, the total number of female student enrollment continually increased over the seven-year period.

Table 66 Unduplicated Headcount Student Enrollment in College Transfer for the Period 1971-1978, by Race and Sex

Year	Black		White		Indian		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
1971-72	87	73	577	319	3	2	4	0
1972-73	117	93	614	455	2	1	13	3
1973-74	114	94	719	517	13	7	22	6
1974-75	180	137	1019	620	15	7	24	10
1975-76	358	338	1518	944	29	20	104	39
1976-77	410	391	1326	1160	17	46	28	8
1977-78	433	457	1264	1117	15	54	29	28

N. C. COMMUNITY COLLEGE SYSTEM TOTAL
GENERAL EDUCATION
PERCENTAGE OF ENROLLMENT BY RACE, SEX, & YEAR
FULL TIME STUDENT
(UNDUPLICATED HEAD COUNT)



TOTAL NUMBER ALL STUDENTS:

	Male	Female		Male	Female		Male	Female
71-72	671	394	74-75	1,238	774	77-78	1,741	1,656
72-73	746	552	75-76	2,009	1,341			
73-74	868	624	76-77	1,781	1,605			

Figure 24

Occupational Programs

Inasmuch as the major purpose of all units of the Community College System is to provide for manpower development, it is expected that the major full-time student enrollment would be in occupational programs for both sexes and all races. Indeed a recent report disclosed students that represent racial minorities and low-income groups are overrepresented when compared with other segments of the State's adult population and more often than not is enrolled in technical or occupationally oriented programs. Whether or not there has been any change during these past eight to nine years in the enrollment patterns of minority students from traditionally low-paying terminal skills programs to the more highly technical programs leading to upward mobility needs to be investigated.

Tables 67 and 68, together with Figure 25, indicate headcount and percentage of enrollment by race in the Occupational programs from 1971-72 through 1977-78 school years. Occupational programs include both technical and vocational curriculum programs. This does not include technical or vocational extension programs.

The Occupational programs are categorized into eight groups. Refer to Table 68 on Occupational Groupings with percentage of enrollment by race for school years 1971-72 through 1977-78. The "Other" category is Technical and Vocational Guided Studies Program, preparatory non-credit courses.

During this period, the White student enrollment decreased by 6.8%; whereas both the Black and Indian enrollment decreased by 6.1% and 0.3% respectively, over the seven years.

The total number of all student enrollment increased to the highest level in 1975-76, then commenced to gradually decrease in number in the Occupational programs.

Table 67

Full-Time Unduplicated Headcount Enrollment by Race in Occupational Programs 1971 through 1978.

Year	Black	White	Other
1971-72	7853	30,242	473
1972-73	8812	31,794	774
1973-74	8803	27,425	826
1974-75	11653	35,779	1369
1975-76	14466	42,847	1692
1976-77	15302	37,870	832
1977-78	15666	36,424	1008

TABLE 68 N. C. COMMUNITY COLLEGE SYSTEM - TOTAL OCCUPATIONAL GROUPINGS

PERCENTAGE OF ENROLLMENT BY RACE AND YEAR
FULL-TIME STUDENT (UNDUPLICATED HEADCOUNT)

OCCUPATIONAL GROUPINGS	RACE	1971-1972	1972-1973	1973-1974	1974-1975	1975-1976	1976-1977	1977-1978
Agriculture	W	94.8	94.2	94.2	91.6	92.4	95.7	92.9
	B	4.5	5.0	4.2	6.7	6.1	3.8	6.0
	I	0.2	0.3	0.3	0.3	0.2	0.4	0.8
Distribution & Marketing	W	86.1	82.5	76.9	76.7	78.5	74.1	70.7
	B	12.2	16.0	19.6	20.1	19.5	24.7	27.8
	I	1.8	0.6	1.3	0.6	0.5	0.8	0.6
Health	W	75.6	77.0	78.8	79.5	78.7	78.4	77.6
	B	23.6	21.9	19.8	18.3	19.0	20.7	21.1
	I	0.6	0.5	0.3	1.1	0.8	0.7	0.6
Home Economics	W	51.3	52.2	59.3	54.4	53.1	46.1	45.5
	B	45.8	46.3	38.3	44.2	45.4	53.3	53.6
	I	2.7	0.8	0.7	0.6	0.1	0.6	0.9
Office	W	73.0	71.2	71.4	71.1	69.1	65.9	64.5
	B	26.0	27.2	26.8	26.7	28.2	32.6	34.0
	I	0.6	0.7	0.7	0.9	1.1	1.0	0.9
Engineering & Science	W	87.1	87.6	84.5	82.1	80.3	77.9	75.6
	B	11.8	10.9	14.0	16.2	17.7	21.0	22.8
	I	0.4	0.4	0.4	0.5	0.5	0.6	0.6

TABLE 68 (cont.) N. C. COMMUNITY COLLEGE SYSTEM - TOTAL OCCUPATIONAL GROUPINGS

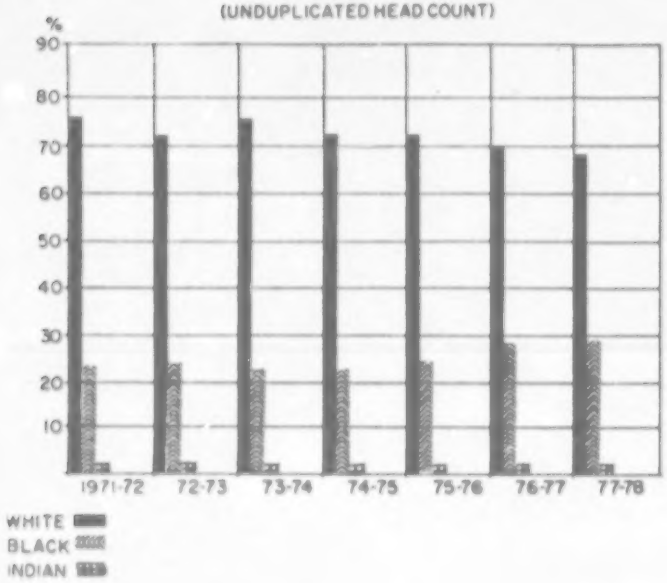
PERCENTAGE OF ENROLLMENT BY RACE AND YEAR
FULL-TIME STUDENT (UNDUPLICATED HEADCOUNT)

OCCUPATIONAL GROUPINGS	RACE	1971-1972	1972-1973	1973-1974	1974-1975	1975-1976	1976-1977	1977-1978
Trades and Industry	W	71.8	69.7	69.9	70.0	70.3	69.4	68.3
	B	26.3	27.7	27.1	27.0	26.2	28.0	29.2
	I	1.6	1.8	1.6	1.7	1.8	2.0	1.9
Other	W	56.1	43.2	49.9	46.2	45.8	42.8	38.0
	B	38.8	50.1	43.2	40.4	45.8	48.6	55.7
	I	3.9	5.3	2.9	6.3	3.7	3.7	4.6

N. C. COMMUNITY COLLEGE SYSTEM TOTAL
OCCUPATIONAL PROGRAMS

PERCENTAGE OF ENROLLMENT BY
RACE AND YEAR

FULL TIME STUDENT
(UNDUPLICATED HEAD COUNT)



TOTAL NUMBER ALL STUDENTS:

1971-72, 29,441 1973-74, 37,054 1975-76, 58,205 1977-78, 53,098
1972-73, 32,478 1974-75, 48,801 1976-77, 54,215

Figure 25

Occupational Programs
By Race and Sex

Tables 69, 70 and 71 point up student enrollment figures within the various occupational groupings for the period 1971-78 by race, whereas, Figure 26 compares the percentage of the same data by race and sex. Data indicates that the percentage of white male enrollment decreased while the enrollment increased for all of the other sex and racial groups. White male enrollment decreased overall by 8.6%. The increase in enrollment for: White female students 1.8%; Black male and female 1.9% and 4.2% respectively; and for Indian male and female 0.1% and 0.2% respectively.

The total number of all male students increased to 1975-76, then commenced to decrease in number. The total number of all female students continually increased in number for the seven-year period.

Significant changes in enrollment preferences are not indicated. However, more black students enrolled in engineering and science programs during 1977-78 than in 1971-72. Similarly, there is slight increase in the distribution and marketing programs.

Table No. 69 Black Student Enrollment Within Occupational Groupings During the Period 1971-1978

Year	Agric.	Distr. & Mktg.	Health	Home Ec.	Office	Energy& Science	Tr.& Ind.	Other
1971-72	44	42	1147	190	2451	487	2293	217
1972-73	52	55	1233	295	2636	493	2734	359
1973-74	44	78	1218	264	2947	848	2792	612
1974-75	95	171	1238	419	4054	1507	3278	891
1975-76	102	236	1455	602	5337	1917	3705	1112
1976-77	57	307	1624	851	5578	1851	3777	1257
1977-78	84	389	1757	923	5521	1926	3998	1068

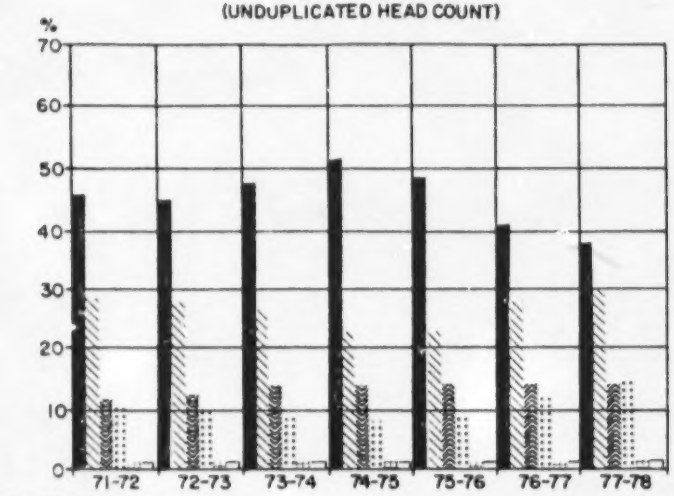
Table No. 70 Indian Student Enrollment Within Occupational Groupings During the Period 1971-1978

1970-71	0	0	0	0	0	0	0	0
1971-72	2	6	30	11	56	19	138	22
1972-73	3	2	25	5	71	20	179	38
1973-74	3	5	23	5	77	25	164	42
1974-75	4	5	69	6	145	43	207	139
1975-76	3	6	60	1	207	56	260	89
1976-77	6	10	50	9	174	59	275	96
1977-78	11	8	53	14	144	58	262	88

Table No. 71 White Student Enrollment within Vocational Groupings during the period 1971-1977-78

1970-71								
1971-72	926	296	3671	213	6882	3597	6277	313
1972-73	990	283	4322	332	6899	3972	6886	309
1973-74	1000	305	4833	409	7828	5139	7203	708
1974-75	1238	652	5399	516	10791	7596	8510	1017
1975-76	1549	947	6021	704	13074	8710	9926	1116
1976-77	1416	920	6155	736	11282	6885	9371	1105
1977-78	1294	990	6448	783	10451	6385	9345	728

N. C. COMMUNITY COLLEGE SYSTEM TOTAL
OCCUPATIONAL GROUPINGS
PERCENTAGE OF ENROLLMENT BY RACE, SEX, & YEAR
FULL TIME STUDENT
(UNDUPLICATED HEAD COUNT)



TOTAL NUMBER ALL STUDENTS:

	Male	Female
71-72	17,852	11,589
72-73	19,845	12,633
73-74	23,922	13,132
74-75	33,193	15,608
75-76	38,781	19,424
76-77	31,958	22,257
77-78	28,758	24,340

Figure 26

Rank Order of Occupational Programs According to White Enrollment by Sex

Figure 27 compares the rank order of the occupational programs according to the percentage of White enrollment by sex for the beginning and ending of the Period 1971-72 through 1977-78.

The pattern of enrollment for the white male student has changed very little. The highest ranked is the agricultural programs. This is followed in descending rank order by those "traditional male programs". The lower ranked are those "traditional female programs", with the losest rank order as the home economics programs.

The pattern of enrollment for the White female student has changed somewhat for those programs ranked 4 through 7. "Traditional female programs" are ranked the highest and in descending rank order. The"traditional male programs" are ranked lower. "Other" programs which is Technical and Vocational Guided Studies is ranked higher than White male for 1971-72 and ranked at the same level with the male for 1977-78.

OCCUPATIONAL GROUPINGS
RANK ORDER ACCORDING
TO PERCENTAGE OF WHITE
ENROLLMENT BY SEX AND YEAR

	MALE		FEMALE	
RANK	1971-72	1977-78	1971-72	1977-78
1	AGRI.	AGRI.	HEALTH	HEALTH
2	ENGR. & SCI.	ENGR. & SCI.	HOME EC.	HOME EC.
3	DIST. & MRKT.	TRADES & INDUST.	OFFICE	OFFICE
4	TRADES & INDUST.	DIST. & MRKT.	OTHER	AGRI.
5	OFFICE	OFFICE	TRADES & INDUST.	DIST. & MRKT.
6	OTHER	OTHER	DIST. & MRKT.	OTHER
7	HEALTH	HEALTH	AGRI.	TRADES & INDUST.
8	HOME EC.	HOME EC.	ENGR. & SCI.	ENGR. & SCI.

Figure 27

Rank Order of Occupational Programs According to Black Enrollment by Sex

Figure 28 compares the rank order of the Occupational Programs according to the percentage enrollment of Black students for the years 1971-72 and 1977-78.

The pattern of enrollment for the Black male has changed little. The higher ranked are those occupational programs that are traditionally male except for agriculture which is ranked below office occupations and above those occupations that are traditionally female occupations. "Other" the technical and vocational guided preparatory courses is ranked higher than the white male student which was ranked 6 for the two years. Engineering and Science is ranked lower than the White male student which ranked this occupation as the second position.

The pattern of enrollment for the black female student has changed for all programs except the programs ranked 1 and 8 for the two-year period. The higher ranked are those that are traditionally female programs as was the case for White female students. "Other" is ranked higher for the Black female student than the White female student which ranked "Other" 4 and 6 for 1971-72 and 1977-78 respectively. Note that Engineering and Science occupations were ranked higher for Black female students than for White females which ranked these occupations 8 for the two years. White female students ranked Health in the first position whereas, the Black female student ranked this occupation lower.

OCCUPATIONAL GROUPINGS
RANK ORDER ACCORDING
TO PERCENTAGE OF BLACK
ENROLLMENT BY SEX AND YEAR

	MALE		FEMALE	
RANK	1971-72	1977-78	1971-72	1977-78
1	TRADES & INDUST.	OTHER	HOME EC.	HOME EC.
2	OTHER	TRADES & INDUST.	HEALTH	OTHER
3	DIST. & MRKT.	DIST. & MRKT.	OTHER	OFFICE
4	ENGR. & SCI. OFFICE	ENGR. & SCI.	OFFICE	HEALTH
5		OFFICE	TRADES & INDUST.	DIST. & MRKT.
6	AGRI.	AGRI.	DIST. & MRKT.	ENGR. & SCI.
7	HOME EC.	HOME EC.	ENGR. & SCI.	TRADES & INDUST.
8	HEALTH	HEALTH	AGRI.	AGRI.

Figure 28

Rank Order of Occupational Programs According to Indian Enrollment by Sex

Figure 29 displays the rank order of the Occupational Progra ms according to percentage of Indian male and female enrollment for two school year periods.

The pattern of enrollment for the Indian male has changed for those programs ranked 3 through 6. Note that "Other" is ranked 1 for the two years. As in the case of the white and Black male, those programs that are traditionally male are generally ranked higher than the traditionally female programs. Engineering and Science is ranked the same as the Black male but ranked lower than the White male student which ranks this occupation 2 for both school years.

The pattern of enrollment for the Indian female student has changed except for health and the trades and industry programs. "Other" is ranked hgiher than that of the Black and White female student. Health Programs were ranked lower than that of the White and Black females which ranked this program 1 and 2 respectively for 1971-72. For 1977-78, the Indian ranked Health at a lower level than the White female and at the same level as the Black female. Engineering and Science were ranked at about the same level with Black female students. This is ranked higher than for the White female student which ranked this occupation at the bottom. As was the case for White and Black female students, those programs that are traditionally female were generally ranked higher than those that are traditionally male programs.

OCCUPATIONAL GROUPINGS
RANK ORDER ACCORDING TO
PERCENTAGE OF INDIAN ENROLLMENT
BY SEX AND YEAR

	MALE		FEMALE	
RANK	1971-72	1977-78	1971-72	1977-78
1	OTHER	OTHER	HOME EC.	OTHER
2	TRADES & INDUST.	TRADES & INDUST.	DIST. & MRKT. OTHER	HOME EC.
3	DIST. & MRKT.	AGRI.		OFFICE
4	ENGR. & SCI.	ENGR. & SCI.	HEALTH	HEALTH
5	OFFICE	DIST. & MRKT.	OFFICE	DIST. & MRKT.
6	AGRI.	OFFICE	TRADES & INDUST.	ENGR. & SCI. TRA. DES. & INDUST.
7	HEALTH HOME EC.	HEALTH HOME EC.	AGRI. ENGR. & SCI.	
8				AGRI.

Figure 29

Enrollment Patterns

In general, whereas there has been a tremendous increase in total full-time student enrollment for curriculum programs from 71,646 in 1970 to 148,683 in 1978, an analysis of enrollment patterns by race, sex, program and year indicates:

A. Enrollment by race in College Transfer, General Education, and Occupational Currilulum Programs from 1971-72 through 1977-78:

1. White Male enrollment decreased in each of the three programs.

2. Black Student Enrollment increased in each of the three programs.

3. Indian student enrollment decreased in the College Transfer program but increased in the other two programs.

B. Enrollment by race and sex in College Transfer, General Education and Occupational Curriculum Programs from 1971-72 through 1977-78:

1. White male enrollment decreased in each of the three programs.

2. White female enrollment increased in each of the three programs.

3. Both Black male and female enrollment increased in each of the three programs.

4. Indian male enrollment decreased in the College Transfer program and increased in the General Education and Occupational Programs.

5. Indian female enrollment had no change in the College Transfer program and increased in the General Education and Occupational programs.

C. Rank Order of Occupational Programs according to enrollment by race and sex from 1971-72 and 1977-78:

1. Male students of all three races generally rank traditional male occupations higher than the traditional female occupations; and vice-versa by female students of all three races.

2. Agricultural Programs are ranked at the top for the white male student with all the other races ranking this program lower.

3. Other programs, the Technical and Vocational Guided Studies, are ranked higher for the Black and Indian of both sexes than it is for the White male and female students.

4. Engineering and Science programs are ranked next to the top for the white male student and ranked at the fourth position for the Black and Indian male student. These occupational programs are ranked at the bottom for the white female, whereas both the Black and Indian female student rank it slightly higher.

5. Health Programs are ranked at the top for White female students; whereas, for the Black female it is ranked at the second and fourth position. For the Indian female it is ranked at the fourth position.

SECTION IV

Restate the Problem

This study was concerned with the problem of assessing and describing the degree to which structures of the Community College have been effective in expanding educational opportunities and upgrading the skills of minority students. Specifically the study measured three major elements of the system, at both the state and local level, that influences this goal, namely governance, employment and student enrollment. The major purpose was to discover patterns and trends indicating the degree of influence and change during the period 1971-1978, regarding:

- Number of blacks appointed to governing boards, commissions and advisory committees.
- Number of blacks recruited, hired, trained and promoted with the community college system and the state office.
- Numbers of blacks and other minorities appointed to administrative positions.
- Numbers of blacks enrolled in non-traditional technical and occupational programs.
- Number of blacks, Indians and females enrolled in community colleges and technical institutes.

FINDINGS

Governance

There has been little change in racial representation on Boards of Trustees. Of the fourteen member State Board of Education, one is a female, one is black, one is Indian, and eleven are white males. So too with local Boards of trustees. Whites averaged 89%, blacks averaged 10% and Indians averaged 1% of the 718 appointments made during the period 1970-1978.

The integration of the sexes appears little better, appointments over the eight years have been male, while 17% of the appointments were female. Loca' boards of education appoint minorities more often than the other two appointing agencies (the Governor, and the county commissioner.)

Of the statewide committees appointed by the Department of Community Colleges, whites comprise 90% of the total, while blacks account for 10% of the appointees. There is no Indian representation on Departmental-appointed committees and advisory boards. Women represent 15% of the total.

Of the twenty-four members appointed by the Department of Community Colleges to the six joint committees of North Carolina higher education, one is black, while six are females.

EMPLOYMENT

Blacks

Due to lack of data the investigation of employment patterns by race and sex included only the years 1971-1978 for the institutions and years 1974-1978 for the state office. During that period 715% of the executive/managerial positions were held by blacks, 6.1% at the instructional level were held by blacks, and 15.4% of the "other professional" level were held by blacks. Blacks represented 7.8% of the total workforce at the institutional level.

Blacks represented 6.3% of professional employees at the State Office during the years 1974-1978.

The figures for new hirings of blacks at the institutional level were noticeably higher. However, with 11.5% at the executive level, 8% at the instructional level, and 20% points at the "other professional" level.

Figures for promotions are comparable, but less encouraging than those of new hirings. Terminations (which include dismissals, resignations, and retirements) indicate little change, however, fewest terminations occurr at the executive/managerial level, slightly more at the instructional level, and most at the "other professional" level.

Indians

A total of 29 Indians were employed to all positions during the period. Almost no new activity is noticeable either in new hirigns, promotions, or terminations.

Women

Women represent 49% of the total workforce. They hold 14.8% of the executive/managerial jobs, 38.7 of the instructional jobs, and 42.9% of the "other professional" jobs. As with blacks the picture for new hirings of women is more encouraging. Of the hirings at the executive level, 20.3% were women; women gained 45.2% of the new instructional openings, and 41.9% of the "other professional" openings.

Promotions

A total of 61.5% of the promotions were achieved by women, although they occurred mainly at clerical or low level salary grades.

Student Enrollment

Whereas white student enrollment decreased noticeably in the college transfer, general education, and occupational programs. The percentage of blacks increased significantly. Indian representation increased slightly in the occupational and general education programs, but decreased in the college transfer program. The general distribution of whites, blacks, and Indians in occupational programs is similar, except that blacks and Indians appear to enter guided studies programs before entering the occupational program of their choice.

The percentage of women in all programs increased noticeably. The distribution of males and females, however, remained much the same as in the traditionally "male" programs and "female" programs with males enrolling in agricultural, engineering science, distribution and marketing, and trades industry programs. At least 60% of each of these programs are comprised of white males. This is true in both 1971-72 and 1977-78.

With a few exceptions, most black males were attracted to these same programs, in much the same order, although by no means have they dominated them. The major exception has been the agricultural program, which ranked first with whites, and sixth with blacks in 1971-72, and first in 1977; guided studies ranked sixth with whites both years. Home economics, office, and the health occupations ranked about equally low with both white males and black males.

With Indian males the trend has been similar, except that most enrolled in the guided studies area for both the years 1971-72, and 1977-78. The remainder of the ranking pattern was similar to that of blacks and whites. Trades/Indistry ranked second, distribution/marketing and agriculture alternated as third between these two years, and finally engineering/science ranked fourth. Office, distribution/marketing, and health and home economics ranked last with Indian males.

In general, blacks and Indians enrolled in guided studies programs more often than whites. The pattern of all males entering traditionally male occupational programs has changed very little.

These rankings are reversed for female enrollments with health care professions being the most popular among white females during both 1971-72 and 1977-78. Next most popular was home economics, followed by office programs. Guided studies ranked fourth for 1971-72, but during 1978 ranked sixth. A similar pattern was indicated, with the exception that home economics ranked first, and health and guided studies alternate for second, and guided studies and office alternated as third. With Indian females, distribution/marketing was ranked second (this is the only female group in a traditionally male occupational program); but also Indian females on the average enrolled in guided studies more often.

In summary, females entered traditionally female occupational programs, with black and Indian females enrolling in guided studies more often than whites.

APPENDIX A

DEPARTMENT OF
COMMUNITY COLLEGES
NORTH CAROLINA STATE BOARD OF EDUCATION
RALEIGH 27611

President's Office September 8, 1978 733-7051

Presidents:

We have received a request by the State Board of Education for a report which includes information about the composition of Institutional Boards of Trustees since 1970. This report is to be presented at the November 3, 1978 meeting in Raleigh. Your assistance and cooperation toward preparing this report is deeply appreciated.

Please complete and forward the lower portion of this sheet as soon as possible, to the attention of Dr. Hazel Small.

Sincerely,

Charles R. Holloman

Charles R. Holloman

Institution

Date appointed	Appointed by whom	Name of Trustee	Sex of Trustee	Race of Trustee

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LOS ANGELES
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